

THE LABOUR GAZETTE

COPY A

AUGUST 1951
Vol. LI No. 8

IN THIS ISSUE:

**Hours and
Working
Conditions in the
Electrical
Apparatus
and Supplies
Industry**

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Published Monthly
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DEPARTMENT
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OTTAWA



THE LABOUR GAZETTE

*The Official Journal of the
Department of Labour of Canada*

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PUBLISHED MONTHLY, in English and French.

SUBSCRIPTION RATES—Canada \$1 per year, single copies, 10 cents each; all other countries, \$3 per year, single copies 25 cents each. Groups of 10 or more, 50 cents per annum. Remittances should be sent by Cheque, Postal Note, or Money Order, payable to the order of the Receiver General and mailed to the Circulation Manager, Department of Labour. All subscriptions are payable in advance.

BOUND VOLUMES—Bound volumes of the LABOUR GAZETTE, containing the monthly issues for the years 1948 and 1949, are available at \$5 per copy (delivered in Canada) and \$7 (all other countries).

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- No. 7—Extent of Collective Bargaining between Unions and Employers' Associations or Groups
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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

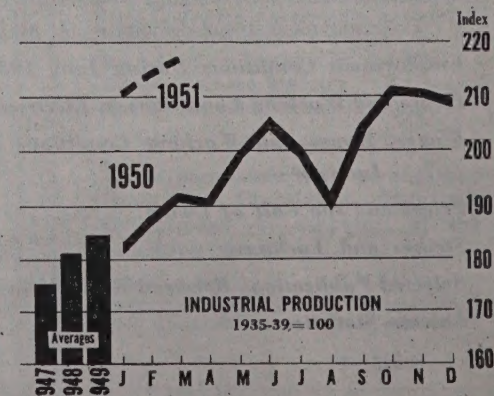
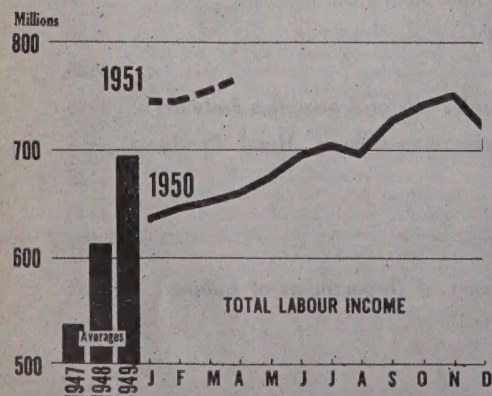
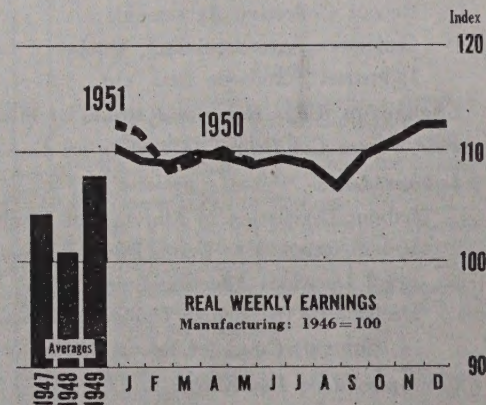
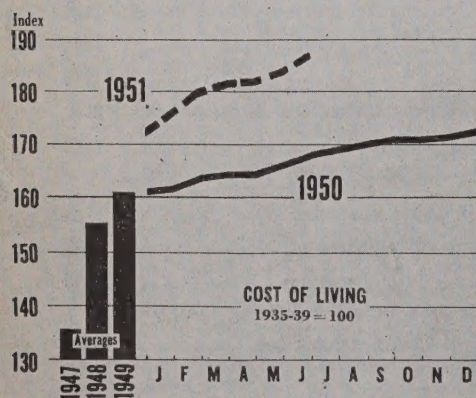
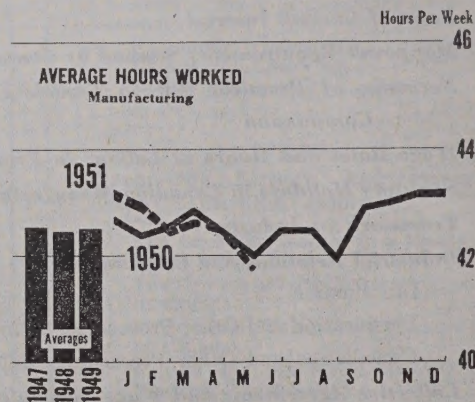
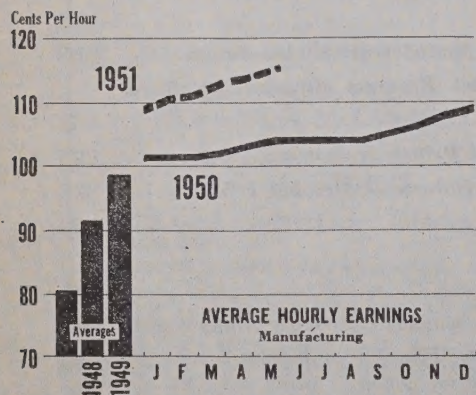
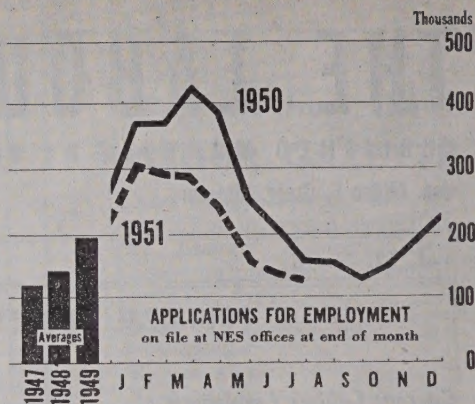
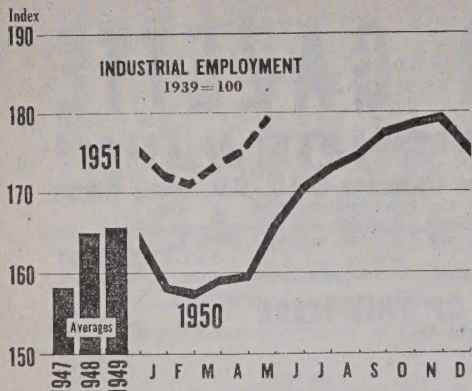
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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CURRENT LABOUR CONDITIONS

• • • • •

This article summarizes the latest employment and labour information available at August 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

EARLIER trends in employment, and in the demand factors underlying the employment situation, became more definite as the economy approached its annual peak in activity in the early summer. Domestic demand was strong in the capital goods industries but markets for consumer durables were weakening. Export markets continued exceptionally buoyant for lumber, pulp and paper products and base metals. In construction, the high volume of activity was being sustained more by industrial and engineering projects and less by residential and institutional building. Defence production and expenditures, however, were proceeding at a slower tempo than had been anticipated.

Employment was at record levels and unemployment correspondingly low. Applications for work had declined to 132,000 at the end of July, with seasonal hirings absorbing large numbers of job-seekers. This was in sharp contrast with the situation in July, 1950, when applications totalled 177,000. Indicative of the strengthened demand for labour this year, job openings in July were 50 per cent above year-earlier levels.

Under these conditions of strong demand, there was upward pressure on both prices and wages. The cost-of-living index advanced by 3.5 points during June to a record level of 187.6 (1935-39=100). This represented an increase of 11 per cent over the year. Earnings also increased sharply, the weekly average for all non-agricultural industries rising from \$45 to \$49 in the year ending June 1, 1951.

Although consumer buying in the first half of 1951 was above the same period in 1950 in dollar value, declining demand for consumer durables had resulted in widespread repercussions on the labour market in the early summer. In the automobile and electrical appliance industries, reduced production schedules resulted in short-time work, extended holidays and in some cases staff reductions for indefinite periods. These lay-offs were mainly in Ontario, with some employment problems developing in the automobile and parts manufacturing centre of Windsor, where nearly 8,000 persons were temporarily claiming unemployment insurance benefits at the end of July.

A strong world-wide demand for pulp and paper products was reflected in the unprecedented level of summer cutting being carried on by the logging industry east of the Great Lakes. Labour supply was a limiting factor on production and in July the industry reported that the woods labour

force could have been increased by 25 per cent if men had been available. Logging companies were beginning to build up their staffs in anticipation of possible shortages of experienced cutters in the winter of 1951-52, for which the largest cutting program in the history of the industry is planned.

The demand for British Columbia lumber products was equally strong but extremely dry weather, over two months without rain, made it necessary to close off forest areas due to fire hazard. Activity in the logging industry was severely restricted, with construction work and the tourist trade also affected. At June 1, before these shutdowns occurred, employment in west coast logging was around the 16,000 mark. It was estimated that upwards of 10,000 loggers were off work in July, with substantial unemployment problems developing in the Nanaimo and Duncan areas on Vancouver Island.

The main sources of construction demand were shifting from residential and institutional building to factory, defence and resource development projects. The latter projects were creating heavy demands for labour in less highly populated areas and exerting an extensive pull on labour. In British Columbia, hydro-electric power, forestry and aluminum developments in the northern part of the province are drawing labour from the south and from the Prairies. In Quebec, the construction of a 350-mile railway from Seven Islands to the Labrador iron mines attracted workers not only from within the province but also from Newfoundland. Defence construction contracts outstanding at June 1 totalled \$74,000,000, with nearly two-thirds of this for work to be done in Ontario and the Prairies.

Defence production was expected to increase in tempo in the latter half of 1951 but not to reach its peak until 1953. In direct defence employment in the aircraft and shipbuilding industries, in which a large part of the defence program is centred, the labour force had been increased by less than 10,000 workers in the first half of the year. Reported employment in the aircraft and parts industry had grown from 13,000 to 18,000 and in the shipbuilding industry from 13,000 to about 16,000.

IN BRIEF . . .

The index of industrial employment, on the base 1939=100, stood at 179·3 at June 1, 1951, as against 166·0 for June 1, 1950. . . . Department store sales in the first six months of 1951 showed a rise of 9 per cent in value over the same period last year. . . . Wholesale prices rose to a higher level in June, following a slight decline in May. The general index for June (1935-39=100) stood at 242·7 as compared with 241·9 in May and 209·2 in June last year. . . . New passenger car sales were down 35 per cent in number and 15 per cent in value in June from a year ago. . . . Canadian production of iron and steel continues to climb over last year's levels, output of pig iron in the first five months rose to 1,040,956 tons against 911,117 a year ago. . . . Canada's domestic exports were estimated at \$312,500,000 in June as compared to \$289,200,000 in June, 1950. Preliminary figures on imports showed an increase from \$282,500,000 to \$361,400,000 in the same two months.

CURRENT LABOUR STATISTICS

(Latest available statistics as of August 10, 1951)

| Principal Items | Date | Amount | Percentage change from | |
|--|--------|---------------|------------------------|-------------------------|
| | | | Previous Month | Same Date Previous Year |
| Manpower— | | | | |
| Total civilian labour force (a)..... | Mar. 3 | 5,172,000 | — | + 1.3 |
| Persons with jobs (a)..... | Mar. 3 | 5,000,000 | — | + 4.3 |
| Persons without jobs and seeking work (a)..... | Mar. 3 | 172,000 | — | -44.9 |
| REGISTERED FOR WORK, N.E.S.— | | | | |
| Atlantic Region..... | Aug. 2 | 15,687 | -21.7 | -43.2 |
| Quebec Region..... | Aug. 2 | 35,291 | -11.5 | -28.7 |
| Ontario Region..... | Aug. 2 | 35,822 | - 9.9 | - 6.8 |
| Prairie Region..... | Aug. 2 | 16,531 | - 6.9 | -22.5 |
| Pacific Region..... | Aug. 2 | 26,636 | -19.3 | +30.4 |
| Total, all regions..... | Aug. 2 | 129,967 | - 7.0 | -17.4 |
| Ordinary claims for | | | | |
| Unemployment Insurance Benefit..... | July 1 | 86,523 | - 2.7 | -20.9 |
| Amount of benefit payments..... | June | \$3,513,733 | -37.9 | -44.9 |
| Index of employment (1939=100)..... | June 1 | 179.3 | + 2.1 | + 8.0 |
| Immigration..... | May | 20,254 | +42.8 | +98.9 (b) |
| Industrial Relations— | | | | |
| Strikes and Lockouts—days lost..... | July | 119,413 | — | +64.2 (b) |
| No. of workers involved..... | July | 9,470 | — | +86.2 (b) |
| No. of strikes..... | July | 32 | — | +51.0 (b) |
| Earnings and Income— | | | | |
| Average weekly wages and salaries..... | June 1 | \$49.25 | + 0.2 | +10.6 |
| Average hourly earnings (manufacturing)..... | June 1 | \$1.16 | + 1.5 | +11.9 |
| Average hours worked per week (manufacturing)..... | June 1 | 41.8 | - 1.7 | - 0.5 |
| Average weekly earnings (manufacturing)..... | June 1 | \$48.40 | - 0.2 | +11.3 |
| Cost of living index (average 1935-39=100)..... | July 1 | 187.6 | + 1.9 | +12.0 |
| Real weekly earnings (mfg. av. 1946=100)..... | June 1 | 108.8 | - 1.4 | + 0.1 |
| Total labour income..... | April | \$769,000,000 | + 1.5 | +17.4 |
| Industrial Production— | | | | |
| Total (average 1935-39=100)..... | May | 221.1 | + 1.3 | +12.0 |
| Manufacturing..... | May | 231.0 | + 1.1 | +11.7 |
| Non-durables..... | May | 200.0 | + 0.4 | + 5.9 |
| Durables..... | May | 284.1 | + 2.0 | +19.5 |
| Trade— | | | | |
| Retail trade..... | May | \$884,800,000 | + 8.6 | +13.4 |
| Exports..... | June | \$312,500,000 | - 3.4 | + 8.1 |
| Imports..... | June | \$361,400,000 | -10.8 | +27.9 |

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Old Age Assistance Act

The new Canadian program of old age security, which is scheduled to become effective on January 1, 1952, will be based on two legislative acts of the Federal Parliament, to be known as the Old Age Assistance Act and the Old Age Security Act. The first of these was passed by the House of Commons on June 23, 1951; it provides authority for the Federal Government to conclude agreements with the provinces for the payment of assistance to persons in the 65-69 age group who are in need of aid. The Old Age Security Act, to provide for federal pensions to all Canadians aged 70 or over, without regard to means, will be introduced at the Fall Session of Parliament. When completed, according to the Hon. Paul Martin, Minister of National Health and Welfare, "our pattern for old age security will bring Canada in this field into the forefront of the nations of the world."

The Old Age Assistance Act, which was introduced in the House of Commons by Mr. Martin, authorizes the Federal Government to pay to the provinces half the cost of assistance granted to persons in the 65-69 age group who qualify under the terms of the Act. Federal payments, in respect of any recipient of assistance, may not exceed fifty per cent of the basic assistance allowances, which is set at \$40 a month. The assistance program will be administered by the provincial governments; it is dependent upon the passage of enabling legislation by the provinces and the signing of agreements by provincial and federal authorities. Mr. Martin explained that, in its agreement with the federal government, it is possible for each province to make its own provisions—within the framework of the federal measure—for the maximum amount of assistance, and certain conditions of eligibility including the minimum age and the maximum allowable income. Mr. Martin went on to say:—

The Federal Government . . . hopes, for administrative reasons and on grounds of equity, that all provinces will ulti-

mately adopt a uniform pattern in order to take the fullest advantage of the scope of this federal legislation.

The Old Age Assistance Act sets forth certain conditions which persons must meet in order to qualify for assistance. Recipients must be in the 65-69 age group; they must have resided in Canada for twenty years; and they must not be in receipt of an allowance under the Blind Persons Act (see below), or the War Veterans Allowance Act of 1946. The maximum allowable income per annum, including assistance, is \$720 for a single person, \$1,200 for a married person.

There is no requirement in the new Act, as there was in the Old Age Pensions Act of 1927, for recovery from the estates of deceased pensioners. The Federal Government cannot, however, prevent the continuation of this practice, if some provinces wish to provide for it in their own legislation.

The new Act also differs from the earlier legislation in its treatment of the Indian population. The special exclusion of Indians from the benefits of the Old Age Pensions Act of 1927 is removed from the provisions of the Old Age Assistance Act.

Blind Persons Act

On June 23, 1951, the House of Commons gave its approval to the Blind Persons Act, thus establishing, for the first time in Canadian history, separate legislation providing for assistance to the blind.

The provisions of the new Act make some important changes in the program of pensions for the blind which was carried out under the Old Age Pensions Act of 1927. The term "pension for blind persons" is abolished in favour of "blindness allowance"; the residence qualification is reduced from 20 years to 10 years; and the test of eligibility for the allowance is liberalized by an increase of \$120 a year in the income ceilings.

The main financial provisions of the program are left unchanged, however. The Federal Government is authorized to make payments to the provinces covering 75 per cent of the cost of blindness allowances which are granted to qualified persons at the basic rate of \$40 a month or less.

The Act applies to blind persons aged 21 to 69, inclusive, who are in need of aid. At age 70, blind persons along with all other individuals in the country will become eligible for the universal old age pension.

**TLC presents
brief on
unemploy-
ment
insurance**

On July 9, the Trades and Labour Congress presented a brief to the Unemployment Insurance Advisory Committee suggesting changes to the Unemployment Insurance Act.

The brief outlined six recommended changes in the Act. These were:—

Extension of coverage to include all possible employments.

Increased weekly benefits.

That all employees, full or part time, be required to deposit insurance books with employers.

That benefits in respect of dependent persons be paid whether or not the dependent shares the same domicile.

That benefits be paid for all statutory holidays.

The giving of further consideration to the insurable interest of longshoremen.

In recommending extended coverage under the Act, the Congress said that such coverage should include as wide a group as possible because of the uncertainty of continued employment. The brief said that "the financial stability of the Fund can only be secured when coverage embraces all employed workers." The Congress drew particular attention to service in charitable institutions and hospitals (L.G., July, 1951, p. 916), and requested that people employed in these occupations be covered by the Act. A new interpretation on agricultural workers was also recommended to bring certain workers under coverage of the Fund.

The Congress brief maintained that increased weekly benefits should be paid because "the weekly benefit of \$14.40 provided for persons without dependents . . . is now worth only \$7.90."

The brief also recorded the TLC approval of "the success of the Unemployment Insurance Commission and the very courteous and efficient service it renders to unemployed workers whether through payment of insurance benefits or the equally important assistance offered through the National Employment Service."

**Report of
Manitoba
Workmen's
Compensation
Board, 1950**

The report of the Manitoba Workmen's Compensation Board for 1950 discloses that the number of accidents reported for the year was 20,134. The total for 1949 was 20,909.

A statement of revenue and expenditure in the report shows that there was a total

revenue in the Accident Fund of \$2,310,530.72. Total expenditure out of this fund was \$862,368.75. The balance for the Accident Fund, taking account of the \$2,005,870.77 carried forward from 1949 is \$3,454,032.74.

Total revenue and expenditure in the Silicosis Fund were \$31,320.49 and \$2,088.64 respectively. The balance in the fund, taking account of the \$533,922.60 carried over from 1949, is \$563,154.45.

The Manitoba Workmen's Compensation Act was amended in several respects. Under one amendment, industrial disease now includes any disease peculiar to or characteristic of a particular industry, process, trade or occupation within the scope of the Act. This will mean, for example, that silicosis which formerly was covered only in mines and foundries will now be compensable in any industry.

The Act was also broadened to include as a workman, a "learner" who while not employed or apprenticed is being trained prior to employment and becomes subject to the hazards of the employment.

**Expansion of
vocational
training
program
called for**

In view of the importance of an adequate supply of tradesmen for Canada's defence industries, the Canadian Vocational Training Advisory Council, at its recent meeting, discussed plans for the expansion of vocational training under Federal-provincial agreements.

The council is composed of educationists, representatives of organized labour, management, and officers of the Canadian Legion, under the chairmanship of Dr. G. Fred McNally, Chancellor of the University of Alberta.

Mr. Arthur MacNamara, Deputy Minister of Labour, opened the discussion. He urged close examination of the best methods for extending vocational training, pointing out that hindrances existing in the training of unemployed could, in some cases, be removed. This is particularly necessary in the machine tool trades and other trades employed in defence industries, he said.

In his report to the Council, Mr. R. F. Thompson, Director of Training, showed that in the fiscal year 1950-51, the Federal Government spent the sum of \$4,555,030 towards the furthering of vocational training in Canada. Of this sum, \$137,500 was spent on Youth Training; \$230,000 on Student Aid; \$56,200 in Service Tradesmen; \$252,000 on Unemployed Workers; \$13,200 on Veterans; \$428,000 on Apprentices; \$7,770 on Supervisory Training;

\$2,500 on Vocational Correspondence Courses; \$2,000,000 for Vocational Schools Annual Allotment (general operating costs and equipment); and \$1,163,400 on the building of new schools and expansion of existing ones, under the heading of Vocational Schools Capital Expenditure. Also included in the Dominion expenditures was an amount of \$264,460 to aid in the rebuilding of the Rimouski vocational school following the fire.

Apart from an outright grant of \$10,000 to each province, the provinces match Dominion grants dollar for dollar.

Mr. Thompson pointed out the need for a further increase in the number of apprentices. His report showed that there had been an increase of approximately 525 in the number of registered apprentices between September 30, 1950, and March 31, 1951, bringing the total at this latter date to 10,850.

At its May meeting, the National Advisory Council on Manpower recommended the expansion of vocational training facilities to the maximum, at the same time suggesting that a survey be made of equipment in vocational schools, and that ways of using training facilities now existing in industry be investigated (L.G., June, 1951, p. 780).

Revision of cost-of-living index progresses

The Dominion Bureau of Statistics has announced that work is progressing on the revision of its cost-of-living index. The Bureau's revision of the index follows the recognized international practice of periodic examination of price index numbers. This is the fourth major revision in the indexes since they were first published about forty years ago. Retail price series have been published relating to base periods of 1900, 1913, 1926 and the present base of 1935-1939.

Detailed expenditure records, secured in 1948 and 1949 from approximately 3,100 representative families throughout urban Canada, constitute the basis of the current revision. Tabulations of what these families told the Bureau about the kinds and quantities of goods and services they purchased are now nearly complete, and a list of items to be included in the new index is being prepared. The expenditure data being used relates to a twelve-month period when transition to a peace-time economy was reasonably complete. A survey taken earlier than 1948-1949 would have resulted in expenditures abnormally

high for items formerly in short supply, and low for others not moving in normal volume.

Most of the work thus far undertaken has been in connection with analysis of expenditure records, but during the course of revision all phases of index construction will be examined. Problems such as index scope and formula, price sampling, seasonal price variation and shelter costs of homeowners will be investigated, and tests will be made wherever possible with new statistical techniques.

The new series will not be called the Cost-of-Living Index. Its new title will likely be Consumer Price Index, to indicate that it measures price change only. The purpose and general character of the new series will remain the same, the sole reason for changing the name being to clarify the purpose it serves. The term cost-of-living index has proved to be misleading to some people, although it has been generally understood to mean an index of retail price change. Along with the change in title, a more up-to-date post-war base period will be adopted in place of the present 1935-1939 base.

During the coming months, it is the Bureau's intention to seek advice concerning the index from independent experts, and as soon as sufficient progress has been made on some of the more technical details, to discuss it with interested organizations. Depending on the progress of the preparatory work and such discussions and consultations, publication will be made early in 1952.

Report on LMPC's in Canada

According to a report released by the Department of Labour, there were 729 Labour-Management Production Committees in Canada at March 31, 1951. These committees took in a total of 298,133 workers.

The largest number of committees, 343 was in Ontario; and Quebec was next with 154. There were 429 committees, involving 162,694 workers in the manufacturing industries; and 133 committees, involving 62,212 workers in the transportation industries. The remainder of these committees was distributed among the construction, mining, communications, trade, financial, and service groups.

The report lists a breakdown of the union affiliations of the bargaining agencies in plants in which Labour-Management Production Committees were operating.

| | No. of Committees | No. of Employees |
|---|-------------------|------------------|
| Trades and Labour Congress of Canada... | 307 | 136,669 |
| Canadian Congress of Labour..... | 247 | 82,384 |
| Canadian and Catholic Confederation of Labour | 45 | 12,954 |
| Others | 130 | 66,126 |
| | 729 | 298,133 |

Commonwealth Trade Union Conference During the course of the Thirty-fourth Session of the International Labour Conference, held in Geneva during June, representatives of the trade union National Centres of New Zealand, India, Pakistan, Ceylon, Australia, Canada, South Africa and the United Kingdom met for purposes of consultation. Following the meeting, this statement was issued:—

“The Conference, which is entirely consultative, heard an interchange of information regarding the activities of the various trade union movements and the national conditions under which those activities are being pursued.

“Information was given particularly in relation to economic conditions, wages policies, social developments, and problems of organization in the various countries.

“There was complete agreement that the opportunities for consultation provided by the Commonwealth Trade Union Conference should be further developed, and it was understood that further meetings would be held in the future.”

Canada was represented by Mr. Claude Jodoin, Vice-President, Trades and Labour Congress of Canada; Mr. J. A. Whitebone, Vice-President, Trades and Labour Congress of Canada; and Mr. J. B. Ward, of the Railway Transportation Brotherhoods.

Teachers' salaries in eight provinces in 1949 The annual average salary rates for teachers in the public schools of eight provinces—Quebec and Newfoundland excluded—rose \$166 between 1948 and 1949, according to the Dominion

Bureau of Statistics.

In its annual report on teachers' salaries and qualifications, the Bureau states that this increase brings the cumulative increase in the period since 1939 to \$1,001.

The total number of teachers in the eight provinces in 1949 was 55,088, an increase of 1,544 or three per cent over 1948. The total number of teachers in the 10 provinces was over 81,000.

Salary rates for all publicly-controlled schools averaged \$1,855 as compared with \$1,689 in 1948, and \$854 in 1939, the report states. Teachers in city schools had the highest average of \$2,495 as compared with \$2,324 in 1948, and \$1,613 in 1939. Teachers in one-room rural schools had the lowest average of \$1,497 as against \$1,383 in 1948, and \$607 in 1939.

In city schools, the report discloses, teachers' salaries were highest in British Columbia at \$2,849, followed by Alberta with \$2,702, Ontario \$2,476, Manitoba \$2,439, Saskatchewan \$2,395, Nova Scotia \$2,223, New Brunswick \$2,118, and Prince Edward Island \$1,894.

In one-room rural schools, the average for British Columbia was highest at \$1,934, Alberta being next at \$1,811, Ontario \$1,645, Saskatchewan \$1,386, Manitoba \$1,380, Nova Scotia \$1,144, New Brunswick \$1,085, and Prince Edward Island \$981.

In 1949 there was a rise in the number of teachers with class one certificates or higher from 37,249 in 1948 to 37,557, and class two certificates to 9,793 from 9,294. Teachers with class three certificates fell to 756 from 1,136, but teachers on permits were more numerous at 5,115 compared with 5,021.

Survey of recreation programs in manufacturing in Ontario

“Manufacturing industries, through their recreation programs, have shown very clearly that industry recognizes its responsibility for promoting a livable community,” the Community Programs Branch of the Ontario Department of Education states, as a result of a survey of recreation programs in manufacturing industries in Ontario.

A report on the survey has been published by the Department under the title, *Recreation in Industry*.

“While recreation in industry is now recognized as one of the most important aspects of community recreation, little has been written about it,” the report states. “There is no Canadian publication on

industrial recreation and even in the United States printed information is scanty."

With the object of obtaining information as to the extent of employee recreation programs operating in Ontario, how they are conducted, what activities are included, and their value, the Community Programs Branch, on October last, sent out questionnaires to 1,040 manufacturers. The firms were selected at random from a list of around 3,000 manufacturers. Of the 429 returns received, 345, or 80 per cent, reported having recreation programs. Sixty-nine different activities were reported in addition to a wide range of activities grouped together under "social events." In general, it was found, social activities are the most common, with athletic activities next, and cultural activities least common. As was expected, the greatest range of activities is found in the large and very large company programs and in general, cultural activities are almost entirely restricted to these companies.

**38th annual
report of
U.S. Secretary
of Labour**

Entitled *Strengthening The Economy*, the thirty-eighth annual report of the United States Secretary of Labour has recently been released.

The report covers the activities of the Department during 1950.

According to the report, the Department advocated ten legislative proposals and a plan for reorganizing the Department of Labour. Among the legislative proposals endorsed by the Labour Department were the following:—

Provision of more effective programs of aid and assistance to the physically handicapped;

Broadened coverage of the Fair Labour Standards Act;

The promotion of industrial safety through a program of Federal aid to the States;

Establishment of a Commission on the Legal Status of Women. This proposed commission would be empowered to make legislative recommendations to abolish unfair distinction because of sex;

Provision of Federal regulation for private employment agencies engaged in interstate commerce;

Extension of Federal labour legislation to Puerto Rico;

Promotion and encouragement of worker training on the job;

Ratification of ILO Conventions;

Ending of unfair wage discrimination against women.

During the year, the Congress gave approval to plans "to rebuild and strengthen" the Department. Several agencies were placed directly under control of the Secretary of Labour, and others were transferred to his jurisdiction.

In addition to the matters mentioned above, the Report contains comprehensive reviews of economic activity in the United States during the year, and reports of each of the individual bureaus of the Department.

**President
Truman signs
Universal
Military
Training
Law**

The Universal Military Training and Service Law was signed by President Truman and became law on June 19. It sets the framework for a system of universal military training—the first in the history of the United States—and makes certain amendments to the Selective Service Act of 1948.

The Law provides that a National Security Training Commission will exercise "general supervision over the training of the National Security Corps." The Commission, to consist of five men appointed by the President, is given four months in which to make recommendations to Congress concerning the broad outlines of a program of training, a code of conduct for the trainees, measures providing for their personal health, welfare and morals, and benefits to be paid in the event of their death or disability.

The *New York Times* states that inductions for universal military training may begin as soon as the Commission's recommendations have been approved by Congress, "providing either Congress or the President has found that actual service for men under 19 is no longer needed to keep the Armed Forces at full authorized strength." Men drafted under the universal military training provisions of the Act will be inducted at age 18 and will train for six months.

The Law also makes numerous changes in the system of selective service and extends its life to July 1, 1955. The age at which men may be drafted for the active armed forces is lowered from 19 to 18½; the period of service is increased from twenty-one to twenty-four months; and the armed forces are directed to reduce their physical and mental standards for induction. Men drafted for either training or active duty will be obligated to serve for a total of eight years, transferring to the reserve at the end of their stipulated terms.

If deferred for any reason, an individual will continue to be liable for service until he is 35 years old.

With regard to deferments, the Law specifies that men in high school may be deferred until they complete their courses or reach the age of 20, and that men in college may be deferred until the end of the academic year in which their calls arrive. In other categories, according to the *New York Times*, the President is given "considerable leeway in granting deferments through the local draft boards." Categories in which deferments are permissible include persons engaged in essential occupations, and students of medicine, dentistry, pharmacy and other subjects deemed essential to the national health.

Enforcement of U.S. Wage Stabilization Program

On June 13, 1951, the U.S. Wage Stabilization Board adopted a resolution setting forth the penalties which may be imposed for violations of orders promulgated under the Defence Production Act for the stabilization of wages and salaries.

Under the provisions of the resolution, employers found to be paying wages, salaries or other compensation in contravention of stabilization orders may be penalized in two ways: (1) priorities assistance and material allocations may be withheld; and (2) to the extent determined by the Wage Stabilization Board, unlawful payments may be disallowed and disregarded in calculating tax deductions, in determining costs under any contract placed directly or indirectly by the Federal Government, and in the setting of price ceilings for products of the employers concerned.

The resolution also provides for the establishment of a National Enforcement Commission composed of three persons who are not members of the Wage Stabilization Board, and of a similar commission in each regional office. Subject to the general policies of the Wage Stabilization Board, these commissions "shall make the recommendations, determinations and certifications provided for in this resolution."

U.S. Salary Stabilization Board established

An order issued on May 10 by the U.S. Economic Stabilization Administrator, Eric Johnston, provided for the establishment of a Salary Stabilization Board.

According to the order, the new Board will consist of three public members and the Chairman of the Wage Stabilization Board serving in an ex-officio non-voting

capacity. It will be responsible for policy affecting the monetary compensation of persons employed in administrative, professional and outside sales categories, who are "not represented by duly recognized or certified labour organizations."

"In the exercise of its responsibilities and functions," the order states, "the Salary Stabilization Board shall conform to the regulations, policies, orders and decisions of the Wage Stabilization Board to the fullest practicable extent, to provide a uniform and co-ordinated program for the stabilization of all wages, salaries and other compensation of employees under the jurisdiction of both Boards."

United States wage trends in 1950

An analysis of wage trends in the United States during 1950 has been published in the *Monthly Labour Review*. The study was prepared in the Division of Wage Statistics of the U.S. Bureau of Labour Statistics.

The report said that "a substantial wage movement" developed during the first six months of 1950. In manufacturing, average hourly earnings increased 3½ cents an hour between January and June, but part of this increase "was the result of a longer work week at premium overtime rates." There was a proportional increase over 1949 in the number of workers who received general increases. The report said that 5 cents an hour was the most common figure in these increases, and in this respect, the adjustments "were not large compared with previous years." It was noted that "among non-manufacturing industries, both the relative volume and the size of the increases appeared to be somewhat larger."

Following the outbreak of the Korean war, a decided change in the 1950 wage trend became apparent. Several factors, including "anticipated price and wage controls, and anticipated diversion of production to military needs, "led to an accelerated pattern of wage adjustments, and "both the number and size of wage adjustments increased", in the latter half of 1950.

In the manufacturing industries gross weekly earnings of production workers increased 13.3 per cent during 1950, and gross hourly earnings increased 9.7 per cent. The average work-week also increased from 39.7 hours in January 1950 to 41.0 hours in January 1951. This accounted for the greater rise in weekly pay. Higher wage rates accounted for

"most of the rise in gross hourly earnings during the year." The Bureau of Labour Statistics said in its report that:—

Part of the rise was due to increased premium overtime payments that accompanied the lengthened hours, and, to a smaller degree, shifts of employment to higher wage industries. It is estimated that, excluding the effect of premium pay for overtime, hourly earnings increased 8.5 per cent. Excluding the effects of both premium overtime pay and shifts of workers to higher paying industry groups, hourly earnings advanced 8.0 per cent over the year.

This rise is probably a close approximation to the increase in average wage rates (or straight-time hourly earnings of incentive workers). A more accurate measure of wage rate trends as such would also have to exclude the effects on earnings of upgrading of workers, other changes in the occupational composition of the labour force, and changes in shift operations at premium rates—either in the amount of the shift premium or in the extent of extra shift operations. It is probable, however, that these latter factors were not important during 1950.

There was also an upward trend in the wages of non-manufacturing and white-collar workers, but the movement was less rapid than in the manufacturing industries. The survey found that "with very few exceptions, the increase in gross average hourly earnings in non-manufacturing industries . . . was less than the 9.7 per cent average rise for factory workers."

Digest of U.S. Labour Legislation 1950

The Bureau of Labour Standards of the U.S. Department of Labour has published the Annual Digest of State and Federal Labour Legislation. It provides concise summaries of laws affecting labour which were enacted between January 1 and November 1, 1950, by the State legislatures and the U.S. Congress.

The Digest reveals that labour laws were passed during 1950 by the legislatures in 19 states, and in Puerto Rico and the Virgin Islands. The most numerous changes made were in workmen's compensation and unemployment insurance laws. Other state measures dealt with temporary disability insurance, child labour and school attendance, discrimination in employment, hours of work, industrial relations, safety and health, and wage payment and collection.

Federal legislation summarized in the Digest includes the Reorganization Plans affecting the U.S. Department of Labour, the important amendments to the Social Security Act, and changes in the Housing Act and the Wagner-Peyser Act.

Twenty-fifth Anniversary of Industrial Relations Counsellors

Industrial Relations Counsellors, the first organization in the United States to specialize in industrial relations counselling, celebrated its twenty-fifth anniversary in May. The occasion was marked by a conference held in New York City on May 22, and by the publication of an anniversary report in which the history, objectives, achievements and present program of the organization are concisely set forth.

Industrial Relations Counsellors was incorporated in 1926. During its early stages, it received generous financial assistance from Mr. John D. Rockefeller; at the present time it is supported by contributions from contributor companies, income from paid service, and proceeds from the sale of publications. From the outset it has followed a non-profit policy.

One of the organization's major activities has been survey work for individual companies. The anniversary report defines such a survey as "an objective study of a company's policies, procedures and practices encompassing the entire range of management's responsibility in the employer-employee relationship, leading to the development of a long term program for more effective utilization of the human resources of the company."

Other principal activities of the organization, according to the report, include: counselling on company benefit schemes and industrial pensions, job evaluation studies, and the provision of training courses for industrial relations personnel.

In the early 1930's, the Counsellors conducted a comprehensive program of research into unemployment benefits in the United States and unemployment insurance schemes abroad. As a result, the organization was in a position to provide service to the U.S. Government during the depression, notably in connection with the drafting of the unemployment insurance section of the Social Security Act. According to the anniversary report, "service in the preparation of unemployment insurance legislation was likewise given to some state governments and the Canadian Government."

The Director of Industrial Relations Counsellors, Inc., is Mr. T. H. A. Tiede-

mann. Its Research Director is Dr. Bryce M. Stewart, former Canadian Deputy Minister of Labour.

Half-century changes in British trade unionism

The re-organization of the Trades Union Congress and the rise of the Labour Party are the two most significant changes affecting British trade unions since 1900, according to an article in *Industrial Welfare and Personnel Management* for May-June this year.

The article is entitled "Fifty Years Trade Union Development," and is the third in a series on the background to industrial welfare. Allan Flanders, the author, lectures in industrial relations at Oxford University.

Today the trade union movement is represented on some sixty bodies or committees which advise the Government, Mr. Flanders states. No legislation affecting the interests of workpeople is, therefore, likely to be passed without prior consultation with its representatives.

Fifty years ago, in contrast, many trade unions were still seeking recognition from employers. Collective bargaining was purely local and in only a few industries was there any permanent machinery for negotiation. The effectiveness of conciliation had not yet been proved and minimum wage legislation was non-existent.

Of all manual workers, probably less than a quarter were organized, the writer points out. The percentage of black-coated (i.e., white collar) workers in trade unions was negligible. Moreover, despite the wave of "New Unionism", the union movement was still predominantly composed of skilled workers.

In the 50 years that have passed, trade unions have greatly increased their strength and broadened their basis of organization. From a membership of 2 millions in 1900, the unions had climbed to 9.3 millions by the end of 1949, with about 45 per cent of the whole employee population (excluding domestic workers) being organized.

The most significant trend in structural development has been the growth of large unions by the organic process of voluntary amalgamation, the article continues. While there are still 700 or more separate ones, 17 large unions are responsible for two-thirds of the total membership.

Some of the craft unions have become merged into large multi-craft unions and some have admitted the less skilled

workers. However, there are still many pure craft unions confining their membership to one locality.

One outgrowth of amalgamation has been the development of industrial unions. "Only a few of them were created with the conception of industrial unionism as the ideal form of organization," states Mr. Flanders, "and none of them has been entirely successful in occupying the whole of its chosen sphere."

The growth of unionization among non-manual workers has also altered the character of the trade union movement. In some cases, professional associations have gradually transformed into unions. The trend more recently has been for well-established non-manual workers' unions to extend the basis of their organization into related fields of employment.

With the reorganization of TUC in the 'twenties, the new General Council was to be a kind of general staff for organized labour to resist cuts in workers' wages. The growth in authority of the General Council has since come about, states the author "because the increasing participation of the government in economic affairs has shifted the emphasis from industrial to political action and the representation of the trade union point of view . . . could best be undertaken by a central body."

The present relationship between the Labour Party and the trade unions evolved to a greater extent from the unions' need, up to the first world war, to protect their funds and freedoms from the decisions of the Courts than anything else. Subsequently, however, "the breadth of their aspirations and a growing concern for specific economic policies" helped to tie the bonds between the two wings of the labour movement. Their relationship, Mr. Flanders states, "is at the same time one of independence and of mutual dependence."

Industrial disputes in Great Britain 1950

Revised statistics of work stoppages in the United Kingdom arising from industrial disputes have recently been published in the *Ministry of Labour Gazette*. The report shows that there were 1,339 work stoppages in 1950 as compared to 1,426 in 1949. Five stoppages occurred late in 1949, and carried over to 1950 bringing the total up to 1,344.

Approximately 302,000 workers were involved in stoppages beginning in 1950, and an additional 1,000 in stoppages which began in 1949 and carried over to 1950. Of the total of 303,000 workers involved

in stoppages in 1950, "about 33,000 were indirectly involved, i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes." The total of workers involved in strikes in 1950 was 130,000 less than in 1949, 303,000 as compared to 434,000.

The aggregate of working days lost by stoppages actually occurring in 1950 was 1,375,000, the lowest since 1941. In addition about 14,000 days were lost at the beginning of 1950, through stoppages which began late in 1949. The "great majority of the stoppages of work during 1950 were of short duration (less than 12 per cent lasted more than 6 working days) and in the majority the numbers of workers involved and the aggregate loss of time were relatively small," the report said.

The principal cause of disputes leading to work stoppages in 1950 was wage questions. "Wage questions as a whole accounted for more than two-fifths of the total number of stoppages and for nearly one-half of the total numbers of workers directly involved." These wage disputes accounted for 43.8 per cent of all stoppages beginning in 1950, and for 49.1 per cent for workers involved.

The greatest number of stoppages, 860, involving 141,900 workers for 431,000 days occurred in the coal mining industry. Building and contracting had 71 stoppages, involving 14,000 workers for 64,000 working days; and 4 stoppages in the paper and printing industries involved 14,000 workers for 205,000 working days. Other important stoppages occurred in the vehicle, transportation and communication, and the engineering, shipbuilding and electrical goods industries.

Older workers to help British arms drive A recent release by the United Kingdom Information Office states that people in the older age groups are being asked to help in Britain's rearmament drive.

The report said that "one out of every ten people in Britain today is over 65, and the average age of Britain's population is increasing."

In his budget speech, Chancellor of the Exchequer Hugh Gaitskell said that "it is natural . . . that we should work longer and retire later." Continuing he said: "The Government now asks employers and workers generally to give more serious consideration to the possibility of postponing retirements and to removing

any obstacles which prevent those who are physically capable of continuing work from doing so."

As an incentive for older workers to continue on their jobs, legislative changes have been introduced in the British Parliament to the old age pension law, to allow pensioners to continue in employment.

United Kingdom regulations on proper seating of workers

A revision of Welfare Pamphlet No. 6—*Seats for Workers in Factories*—was issued recently by the Factory Department of the United Kingdom Ministry of Labour and National Service. The revised edition, like the earlier one of 1945, is intended to direct attention to the importance of good seating arrangements for workers in factories and to serve as a guide in the choice of the right type of seat.

The standards set forth in the pamphlet are based upon experience gained by H.M. Inspectors of Factories, on information received from authoritative medical sources and on studies made by the Industrial Health Research Board. Some 30 pages of illustrations show the types of seats actually in use, principally in factories, and give the reader an idea of what has been done in various industries to improve seating facilities.

Section 6 of the Factories Act, 1948, requires that where any employed persons have in the course of their employment reasonable opportunities for sitting without detriment to their work, suitable and sufficient facilities must be provided and maintained to enable them to take advantage of those opportunities.

Where a substantial proportion of any work can properly be done by any worker while sitting the law also requires seats of a design, construction and dimensions suitable for the worker and the work together with a footrest on which he can readily and comfortably support his feet if he cannot do so without the footrest. The seat must be adequately and properly supported while in use for the purpose for which it is provided. This section in the Act replaced the section in the 1937 Act which required that facilities for sitting during opportunities for resting must be provided for female workers whose work was done standing. The text of the legal requirement is set out in an Appendix to the pamphlet.

**West German
labour gains
share in
control of
Ruhr Valley
industries**

On April 10, according to a dispatch printed in the *Christian Science Monitor*, the West German Parliament passed a law applying what is known as "the principle of co-determination"

to companies employing over 1,000 workers in the production of coal, steel and iron in the Ruhr Valley. Under the law, each of these companies must have eleven members on its board of directors—five representing labour, five representing the owners, and one chosen jointly by the labour and owner members.

"Co-determination", states the dispatch, "is the big plank in every German labour platform." The trade unions see it as a means of achieving an industrial policy of "low competitive prices, narrow profit margins, and mass markets," as opposed to the traditional German pattern of "controlled prices and production and protected profits."

The new law was opposed by representatives of the U.S. National Association of Manufacturers and the United States Foreign Trade Council. The Governments of France, Belgium, Holland and Luxembourg officially viewed it with concern.

The principle of co-determination has widespread support among German political parties, the dispatch states. "Now that the Ruhr bill has set the pattern, similar laws are expected to spread the principle throughout the economy."

(A brief account of the negotiations preceding the introduction of the legislation described above appeared in the *LABOUR GAZETTE*, May, 1951, p. 708.)

**Australian
family
allowances
include
first child**

By a 1950 amendment to the Social Services Consolidation Act, Australia now includes first children in its family allowances program.

A recent issue of *Canada's Health and Welfare*, issued by the Department of Health and Welfare, discusses the changes brought about by this development.

Australia's family allowances program was introduced in 1941 and since then a weekly endowment has been paid for all

children under 16 years except the first. Now families with only one child may benefit from the allowance as well as families with more than one child. The new payments are generally at the rate of five shillings weekly, half that paid for the other children.

Under the newly expanded program, endowments are being paid to an approximate total of 1,100,000 families on behalf of about 2,240,000 children. For the year 1950-51, the estimated expenditure would be about £46,250,000, the article stated.

**Foreign
travel and
study for
workers**

A handbook entitled *Workers Abroad* has been published by UNESCO. Based on a study conducted jointly by the International Labour Office and UNESCO, it describes the opportunities available to workers for travel, education and training in foreign countries.

The book deals with four main groups of workers' exchange programs: international study tours and group travel, international summer schools and seminars, scholarships for work and study abroad, and the international movement of trainees. Chapters covering the first two groups provide a brief survey of activities in 1949 and plans for 1951. Another chapter presents the available information on scholarships and similar grants for workers, which are not conditional on academic qualifications. Finally, there is a chapter devoted to the ILO enquiry into international exchanges of trainees. The agreements governing these exchanges are listed; in each case, the annual quota of trainees is set forth, together with the conditions and qualifications which the trainees must meet.

Workers Abroad contains information on group study tours planned for 1951 by 72 organizations in 11 different countries, and shows that 103 organizations in 13 countries are offering scholarships of varying duration. It is being sent free to some 2,000 organizations in Europe and the United States—trade unions, employers' organizations, workers' travel and educational associations and other groups conducting similar programs.

MANPOWER REQUIREMENTS STUDIED BY CANADIAN MANUFACTURERS' ASSOCIATION

The Association's annual convention was featured by discussions on Industrial Relations, Defence Production, and Taxation.

On June 4, 5 and 6, the Canadian Manufacturers' Association held its 80th annual general meeting in the City of Quebec. Some 500 members, representative of industry throughout Canada, were in attendance.

The meeting took the form of a number of conferences devoted to specific problems, under the leadership of recognized Canadian and United States authorities.

As in previous years, the Department's major interest in the convention was in the discussion on industrial relations.

Visiting members were welcomed by the Mayor of the City and the meeting was then turned over to the conference on manpower and industrial relations. Among the guest speakers at this conference were the Minister of Labour, the Hon. Milton F. Gregg, and Mr. W. K. Rutherford, Director of Employment Service, Unemployment Insurance Commission. The Minister of Labour was called upon to give the opening address. His subject was "Canada's Manpower Resources".

Address by Minister of Labour

Outlining the factors governing manpower potential, the Minister pointed out that the country was in a period of nearly full employment, with civilian production at an all-time high, and in addition Canada was undertaking a defence program unmatched in its peacetime history. The combination will make heavy demands on the country's manpower, he said; it is doing so now. The program of defence production, which includes production for Canada's allies, may employ a greater number of people than there will be in the armed forces, providing, of course, that Canada is not involved in an all-out war.

It would be a mistake, the Minister continued, to assume that the armed services and defence production are the only parts of our preparedness program. Production of base metals and foodstuffs is essential not only to the manufacture of military equipment, but also to the maintenance and improvement of living standards throughout the free world. "If we meet the needs of the armed forces

and defence production and at the same time neglect those of the primary industries, we will not have made our best contribution to the cause of freedom."

Referring to the major tasks confronting the country, the Minister emphasized the necessity of having the armed forces available and trained, together with the personnel to man (a) the defence industries, (b) the primary industries, (c) the development of our natural resources and industrial capacity, and (d) other essential civilian industries.

The overall effect of the changes taking place in the economy at the present time is uncertain, he said. Credit restrictions and increased taxes will have their effect on buying habits. There is, however, less uncertainty about additional supplies of manpower than about manpower requirements, the Minister said. "Barring a rapid change for the worse in the international situation, an overall shortage of manpower does not appear likely in the near future."

Referring to manpower problems and their possible solution, Mr. Gregg said the main need is for skilled workers, at various levels. This implies an intensive training program. "The responsibility of increasing our supply of skilled workers, lies as much, if not more, with industry as with the Government," he told the conference. He hoped that more firms would set up in-plant training programs to supplement the Federal and provincial vocational training schemes.

Additional workers will be drawn from those not normally in the labour force—women, older people, youth, and the handicapped, the Minister said, and this will call for considerable organizing and planning on the part of industry.

He advised quick availability of information on job openings, to facilitate the placement of workers laid off because of production cutbacks caused by material shortages, and he urged full use of the National Employment Service for this purpose.

The Minister stressed the value of labour-management production committees in promoting good industrial relations.

Manpower Situation

The labour market at present is "reasonably tight," Mr. W. K. Rutherford, Director of Employment Service, Unemployment Insurance Commission, told the conference in a review of the current manpower situation and probable developments. The number of persons who will be seeking work at a time when registrations are at their lowest point—September—is estimated at around 100,000—the "irreducible minimum," he said; "irreducible because there will always be persons seeking employment at a given date. There are those in the process of changing jobs, those who are not available for geographic reasons, those whose qualifications do not match employers' requirements, including a comparatively small group with limited usefulness who can only be employed under special circumstances, those who are returning to the labour market after illness, and other similar categories."

Labour reserves, made up of immigrants, women, young persons, older people, and the handicapped, may reach a total of 700,000, Mr. Rutherford said, and the utilization of these reserves will call for initiative, effort and patience on the part of employers.

The number of workers needed for defence production in 1951 is estimated at 265,000, around 200,000 more than in 1950. An additional 37,000 are required for defence construction. Fortunately, he said, most of the demand for labour for defence production will come later in the year, when seasonal employment wanes and the construction program will to some extent have been completed.

Discussing the labour requirements of the three major industrial groups—manufacturing, construction, and primary industries, Mr. Rutherford dealt first with manufacturing. The outlook in manufacturing, he said, is anything but clear. Defence production is still in the building-up stage and its impact has not yet been really felt. The manufacturing group, he thought, would be the one which would have to draw on the country's reserves of manpower, and he emphasized the importance of training and of job break-down.

Construction demands will be high, he said. Estimates for the Defence Department provide for the expenditure of nearly \$500 million, of which just over \$300 million will be expended during the present fiscal year, and the balance during the next fiscal year. In addition to the various construction programs, there will be expansion of industrial plants, and it

has been stated that residential housing will take second place only to the preparedness projects.

Turning to the primary industries, labour requirements for agriculture present a real problem, he said. While they approximate those of last year, agriculture is already suffering from competition from other industries. While there will be difficulty in supplying the labour requirements for logging and lumbering and the base metal section of the mining industry, it is believed that these will in the main be met.

In conclusion, Mr. Rutherford, urged upon all employers "to examine the whole situation and plan accordingly."

Manpower in War and Peace

Other speakers at the Manpower and Industrial Conference were Mr. H. W. Anderson, Vice-President, General Motors Corporation, Detroit, Mich., and Mr. F. W. Climer, Vice-President in Charge of Industrial Relations, The Goodyear Tire and Rubber Company, Akron, Ohio.

Mr. Anderson, speaking on the effect of manpower on industry in times of war and peace, said "the primary responsibility for the real solution of most of the so-called manpower problems rests right with our personnel and employment people at the plant level." For this reason it is important that Employment Departments should be staffed with competent personnel, endowed with vision, and the capacity and ability. In addition, management must take steps, he said to keep the personnel and employment department fully informed of employment needs well in advance. It should continue to study techniques of selection and placement, to minimize turnover and absenteeism; simplify individual jobs, and match the worker to the job. Journeymen should be retained for the higher skilled jobs, and used to assist in the training of up-graded employees to handle the less complex "one-purpose" skilled job.

Mr. Climer related some of the experiences of the Goodyear Aircraft Corporation during World War II. The company's labour force, he said, was built up from less than 1,000 to a peak of 37,000. As individual ability increased and the necessary "know-how" was attained, the company at the end of the war was able to produce with a payroll of 22,000 more efficiently than with the 37,000.

Mr. Climer paid tribute to the part played by women. Contrary to the expectations of a great number of the supervisory personnel, the employment of

women on almost every type of operation proved an outstanding success, he said. At first it was estimated that 15 per cent of the jobs could be handled by women, but the figure later proved to be 85 per cent.

Handicapped persons were welcomed to the staff and gave satisfactory performance, he said. In one particular section, a group of mutes topped the output of the normal workers.

Looking back, Mr. Climer said, there is "very little that we would not do again. Perhaps our methods of approach and our organization of committees would be more precise and exacting, and our selection of individuals to serve as leaders might be more comprehensive. . . . Our program again would be complete with labour-management sponsored series of activities wherever possible."

Other Guest Speakers

Guest speakers who addressed the Conference on Defence and Production, on Taxation, on International Trade, and on Fire Protection, included the Hon. Brooke Claxton, Minister of National Defence; the Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Major General F. F. Worthington, Civil Defence Co-ordinator, Department of National Health and Welfare; and Dr. William Y. Elliott, Assistant to the Director, Office of Defence Mobilization, Washington, D.C.

The Hon. Maurice Duplessis, K.C., Prime Minister of the Province of Quebec, delivered the address at the annual banquet.

Presidential Address

"Increased production of consumer commodities is the only way possible to stem the rapidly expanding spiral of inflation," the CMA president Mr. W. F. Holding, declared.

Mr. Holding criticized what he referred to as "the lack of vision of some union leaders." They have demanded, he said, "not only increased wages to maintain and improve the standard of living of their members, but have also insisted on reduced hours of work.

"Management has been, and still is, powerless to effectively resist the unreasonable and undemocratic demands of some union leaders, because—through failure of governments to enforce picketing laws—and to effectively punish breaches of law during strikes—management is deprived of the use of company property and facilities during a strike. The loss of production to

the people of Canada and the United States, because of strikes of the past six years, represents a loss of wealth in consumer products which would be sufficient to provide for the peoples of our two nations for weeks if not months."

Mr. Holding viewed with misgivings the Government's policy of discouraging consumer buying. "Credit restrictions, special excise taxes, and other provisions of the last Budget, prophesy an early contraction in consumer buying, and, therefore, in production of consumer goods." To the manufacturer, he said, consumer buying is essential to production unless it is supplanted by production for some other purpose, but, Mr. Holding said, he has "seen little evidence that re-armament production will take up the slack in the employment of labour, plant and equipment" which will be released through this curtailment.

Referring to social security measures, while the need is generally recognized, Mr. Holding said, "it must not be forgotten that more and more social security subsidies without reference to the productivity of the economy is unrealistic and inflationary."

Mr. Holding concluded his address with a strong plea for an immigration policy on a greatly increased scale. "Canada," he said, "needs immigration on a scale that will kindle the imagination, strengthen her people, and ensure her future as a nation."

General Manager's Report

In his report of the work of the Association during the year, the General Manager, Mr. J. T. Stirrett, enumerated the principal subjects dealt with. Included in the list were: manufacturing for defence, for civilian use and for export; priorities; controls; purchasing; allocations; manpower; industrial relations; industrial legislation; pensions; fire prevention; insurance; tariffs; trade conferences; and research.

Referring to the effect on industry of work stoppages in large public utilities, Mr. Stirrett said the whole subject is being studied by the Association in consultation with the public utilities. Special attention is being given, he said, to the improvement of present collective bargaining practices, with a view to rendering unnecessary any special machinery for dealing with such disputes.

Reporting on membership, he said the year showed a net gain of 219, bringing the total number of members at the end of the year to 6,636.

Election of Officers

Mr. Hugh Crombie, Vice-President and Treasurer of the Dominion Engineering

Works, was elected President of the Association for the year 1951-52, to succeed the retiring President, Mr. W. F. Holding.

NECESSITY OF PRACTICAL AID TO CANADA'S SOCIAL PROGRESS STRESSED BY ROYAL COMMISSION

On June 1, the report of the Massey Commission on Arts and Sciences was tabled in the House of Commons. Prior to adjournment, Parliament approved an interim grant to cover the urgent requirements of the Canadian Broadcasting Corporation for the remainder of the fiscal year, and a sum to assist Canadian universities in the forthcoming academic year.

After an inquiry lasting two years, the Royal Commission on National Development in the Arts, Letters and Sciences, appointed by Order in Council on April 8, 1949, to examine certain national institutions and functions, and to make recommendations regarding their organization and the policies which should govern them, reported its findings to Parliament. The report was tabled in the House of Commons on June 1, 1951.

By its terms of reference, the Commission was also required to make recommendations concerning aid to research in Canada, including scholarships.

Altogether, 146 recommendations are contained in the report. Among those of special interest are the following:—

The setting-up of a council for the encouragement of the arts, letters, humanities and social sciences;

Federal grants to the universities and the provision of funds for scholarships;

Control of national and private broadcasting to remain with the Canadian Broadcasting Corporation;

Direction and control of television to be vested in the Canadian Broadcasting Corporation;

Federal grants to bring up the income of the Canadian Broadcasting Corporation to an amount to be set by statute at five-year intervals;

The annual licence fee for radio receiving sets to remain at its present level of \$2.50.

Already, two of the Commission's recommendations have been implemented in part. On June 29, Parliament approved an interim grant of \$1,500,000 to the Canadian Broadcasting Corporation to meet urgent requirements for the remainder of

the present fiscal year. On June 30, an item of \$7,100,000 to assist Canadian universities was given approval. It is intended that this grant to the universities, which is based on 50 cents per capita of the population, shall, as suggested by the Commission, be divided among the provinces in proportion to their population, and that within provinces the division among institutions shall be in proportion to their enrolment of students at university level.

During the course of its two-year inquiry the Commission held public hearings in all ten provinces. Some 1,200 witnesses were heard, 462 formal submissions were presented, and many hundreds of letters were received from Canadian citizens. Included in the briefs were submissions from the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour (L.G., July, 1950, p. 1000-4).

There was general agreement among the Congresses on their recommendations to the Commission, which included Federal Government grants for education, continuation of Government policy in regard to radio broadcasting, Government control of television, and corporate status for the National Film Board. In general the proposals of organized labour are contained in the Commission's recommendations:

Aid to Universities

"To attempt to deal with national development in the arts, letters and sciences, without considering the contribution and the needs of the universities in this field would be to conceive an arch without a keystone," the Commission states. "There is probably no civilized country

in the world where dependence on the universities in the cultural field is so great as in Canada. It is impossible to imagine the gap which would exist if the universities were to disappear or even if their activities in this field were to be curtailed. Yet these activities are being curtailed." Canadian universities, it says, are facing a financial crisis "so grave as to threaten their future existence."

Because of the direct interest taken by the Federal Government during the war and post-war years in intellectual and professional training, it can be properly assumed, the report says, that the Government "does in fact recognize certain responsibilities towards problems of higher education in Canada." In 1948-49, it points out, the Federal Government spent \$27 million in the promotion of higher education. The Commission therefore makes the following recommendations:—

That in addition to the help already being given for research and other purposes the Federal Government make annual contributions to support the work of the universities on the basis of the population of each of the provinces of Canada.

That these contributions be made after consultation with the government and the universities of each province, to be distributed to each university proportionately to the student enrolment.

That these contributions be sufficient to ensure that the work of the universities of Canada may be carried on in accordance with the needs of the nation.

That all members of the National Conference of Canadian Universities be eligible for the federal grants mentioned above.

National Scholarships

The Commission recommends the establishment of a national system of scholarships for both graduates and undergraduates of Canadian universities. The granting of scholarships to young Canadians, it holds, is in the public interest and therefore a national duty. "We believe it right that the national government assist its gifted young citizens who cannot, because of limited means, receive that measure of higher education which their abilities warrant."

Recent statistics on this point, are "depressing," the Commission says. "In 1946, the Ontario Department of Education discovered that only seven per cent of the young people who had completed their primary and high school education had registered at a university. To us the disturbing thing is not the percentage but

the fact that there is no assurance that this seven per cent comprises the best qualified students. It is unwise, even dangerous, to allow such large numbers of our young citizens to abandon their studies after primary school if it is only because they cannot afford more education. From a social point of view, the reforms initiated by the government in the last twenty years, in the fields of family allowances and public health, may prove ineffectual and may even be jeopardized unless these reforms are systematically broadened to include assistance in intellectual training. Finally, democratic principles demand that as far as possible equal opportunity be given to all our young people, rural as well as urban. The most effective way to create this equality of opportunity is through a well-devised system of national scholarships."

The Commission makes the following recommendations:—

Post-graduate Scholarships

Continuation of the grants to the National Research Council for the provision of scholarships, studentships and bursaries to Canadian students and scholars from abroad, in the physical and natural sciences, both pure and applied, in medicine and in engineering.

Annual grants to the proposed council for the establishment and maintenance of an adequate number of scholarships, studentships and bursaries in the humanities, the social sciences and law.

(The value and the number of the awards in the humanities, the social sciences and law are not stated in the recommendations. The Commission, however, suggests a value equivalent to that of the awards made to students in the sciences at the corresponding level of advanced study. The Commission also suggests that there should be awarded eventually about 150 annual scholarships for students at the pre-doctoral level, about 20 fellowships for work following the doctor's degree, and an "appropriate number" of scholarships for advanced study in law.)

Establishment of a system of fellowships, to be known as The Canada Fellowships, for the encouragement of mature and advanced work in the humanities, the social sciences and law, to be administered by the Council.

(Ten special fellowships are suggested, of flexible amounts but sufficiently large to cover living, travelling, and other necessary expenses.)

Annual grants to provide exchange scholarships for scholars and graduate

students from other countries, in particular those which grant scholarships to Canadians.

Undergraduate Scholarships

Recommendations regarding undergraduate scholarships include:—

Enlargement of the system of scholarships, bursaries and loans now in operation known as the Federal-Provincial Vocational Training Plan.

A direct grant to the university or college for each scholarship holder enrolled, in recompense for the supplementary expenses incurred by the institution.

For the guidance of the Government and the agencies which may be charged with the administration of these scholarships, the Commission suggests the following plan:

1. 100 annual scholarships of \$1,000, tenable for four years, to be known as Canada Scholarships. These scholarships are intended to confer not only a valuable award but considerable prestige upon students of outstanding ability and exceptional promise. These scholarships at least, in our judgment, should be granted only after personal interviews.
2. 250 National Scholarships annually of \$500, to be tenable for four years. These are intended for distinguished and promising students.
3. 2,000 bursaries of \$500 a year tenable for four years, for able and diligent students on the basis of need.
4. A loan fund open to all students whose work is acceptable to the authorities of their universities.

Scholarships in the Creative Arts

The Commission also recommends the creation of a system of grants for persons engaged in the arts and letters (including broadcasting, films and the press) for work and study in Canada or abroad, and for artists, musicians and men of letters from abroad for study in Canada.

Radio Broadcasting

Three important aspects emerged out of the examination into radio broadcasting, the Commission reports. First, the manner in which broadcasting in Canada should be controlled and directed; second, the provision of adequate funds for the operations of the Canadian Broadcasting Corporation; and third, production of programs in the national interest and the means by which

radio may best serve its national purpose in Canada. The Commission makes recommendations on all three.

Control and Direction.—The Commission favours retention of Government control, with the control vested in the Canadian Broadcasting Corporation as now constituted. It recommends that the Corporation continue “to provide directly by its operations and indirectly by its control of the operations of others a national radio broadcasting service free from partisan influence.”*

In making this recommendation, the Commission says: “We wish to recognize fully the private stations as important elements within the framework of our national system. We shall be making recommendations designed to remove certain inconsistencies of which they have reasonably complained. But we are resolutely opposed to any compromise of the principle on which the system rests and should rest. Radio has been the greatest single factor in creating and in fostering a sense of national unity. It has enormous powers to debase and to elevate public understanding and public taste. Believing as we do that it is an essential instrument for the promotion of unity and of general education in the nation, we cannot accept any suggestions which would impair the principles on which our present national system is based.”

The Commission would like to see the present Board of Governors of the CBC enlarged, to make it more “widely representative.”

Recommendations designed to remove certain inconsistencies complained of by private broadcasting stations include the granting of rights to hearings and right of appeal to a Federal court; greater security of tenure by extension of the licence term to five years; acceptance of local advertising by the CBC only when no private station is available; and the revision of existing regulations.

The Financial Problem.—Referring to the financial crisis, which the Board of Governors of the CBC informed the Commission “threatens to disrupt the national broadcasting service,” the Commission says: “The only way to reconcile rising costs and a stationary income is to reduce expenditures through a reduction in the quantity or quality of service, or both. But the national radio broadcasting service needs expansion and improvement, as we have been informed not only by the CBC but by Canadians everywhere. There is need for more adequate coverage in

several parts of the country, for a second French network and for a French station in the Maritimes, for a greater use of Canadian talent, for improved programs, and, as we have recommended, for the elimination of local advertising and a more selective policy in national advertising."

The Commission recommends:—

That the annual licence fee for radio receiving sets be maintained at its present level, but that a more efficient method of collection be devised.

That the total annual income of the Canadian Broadcasting Corporation for all radio broadcasting purposes other than its International Service be set by statute for five years, and that this income be found from licence fees, from commercial and miscellaneous revenue, and from a payment out of public money sufficient to make up the total statutory income.

Programs.—The promotion of Canadian unity and Canadian cultural life was, the Commission states, its main responsibility. In broadcasting, therefore, its primary interest lies in the kind and quality of programs broadcast in Canada and their influence on Canadian life, it observes. Several recommendations are made designed to improve the content of programs. One is that the Board of Governors of the CBC refuse all commercial programs not acceptable in content, and consider the possibility of eliminating some of the less desirable now carried. Others deal with coverage and programs of French-language stations, including the establishment of a French-speaking broadcasting station to serve French-speaking people in the Maritime Provinces, and the setting up of regional advisory councils representing the views of listeners.

Development of Canadian talent is urged.

Television

The Commission believes that television should also be under the direction and control of the Canadian Broadcasting Corporation, and recommends that the Corporation proceed with plans for the production of television programs in French and English.*

Other recommendations concern the financing of television, which the Commission considers should be kept separate from that of radio and television programs, and the exercise of strict control on the part of the Corporation over all television stations in Canada in order to avoid excessive commercialism, and to encourage Canadian content and the use of Canadian talent.

The National Film Board*

Convincing evidence has been received from many and varied sources that the work of the Board is in general acceptable to the Canadian people, the Commission reports. There is general agreement, however, it says, that the activities of the Board should be developed and expanded. The Commission makes recommendations designed to give effect to this demand, which includes the granting of adequate funds for expansion of field staff and distribution activities.

Continuation of the policy of commissioning films from private producers when in the public interest, co-operation with private producers, and encouragement of private film production are recommended. At the same time, the Commission suggests that no films for private persons or companies should be produced by the Board.

The provision of safe and efficient premises without delay is also recommended.

Other Federal Institutions

A number of resolutions concerning various Federal institutions are presented.

The principal ones include:—

A new and adequate building to house the National Gallery, and necessary increases in funds, staff and facilities;

Extension of present services of travelling exhibitions;

Provision of adequate space and funds for the National Museum, to be known as "The Canadian Museum of Natural History";

Establishment of a Canadian Historical Museum, to ensure illustration of the history and development of Canadian people from earliest times;

Establishment of a Canadian Museum of Science, to illustrate Canadian contributions in this field;

Establishment of national botanical and zoological gardens;

Consideration of establishment of national aquaria;

Establishment of a national library without delay.

Other recommendations concern the Public Archives, historic sites and monuments, co-ordination of scientific and research activities, and information abroad.

* Mr. Arthur Surveyer, one of the five members of the Commission, signed the report subject to certain reservations and observations in respect of radio broadcasting, television, and the National Film Board. These are set out in a separate section of the Commission's report.

New Council on the Arts

The Commission recommends the creation of a Canada Council for the Encouragement of the Arts, Letters, Humanities and Social Sciences, "to stimulate and to help voluntary organizations within these fields, to foster Canada's cultural relations abroad, to perform the functions of a national commission for UNESCO, and to devise and administer a system of scholarships as recommended."

No such body at present exists in Canada, it is pointed out. The council would be composed of fifteen members, and their appointment would be so made that it would be "properly representative of the cultures and of the various regions of Canada".

Further responsibilities of the Council would include:—

1. The strengthening, by money grants and in other ways, of certain of the Canadian voluntary organizations on whose active well-being the work of the Council will in large measure depend;

2. The encouragement of Canadian music, drama and ballet (through the appropriate voluntary organizations and in co-operation with the Canadian Broadcasting Corporation and the National Film Board) by such means as the underwriting of tours, the commissioning of music for events of national importance, and the establishment of awards to young

people of promise whose talents have been revealed in national festivals of music, drama or the ballet;

3. The promotion of a knowledge of Canada abroad by such means as foreign tours by Canadian lecturers and by performers in music, ballet and drama, and by the exhibition abroad of Canadian art in its varied forms.

Observations on Recommendations

The recommendations, if accepted, the Commission observes, will involve administrative or legislative action, and the use of public funds, both in capital grants and in annual outlay. If all were accepted, "the total figure might in isolation appear substantial; but in comparison with the costs of other activities of Government, it would be modest, almost insignificant," it says.

Referring to the criticism that at a time when the nation is concerned with the problem of defence their acceptance might well be delayed, the Commission replies, "What are we defending? . . . We are defending civilization, our share of it, our contribution to it. The things with which our inquiry deals are the elements which give civilization its character and meaning. It would be paradoxical to defend something which we are unwilling to strengthen and enrich, and which we even allow to decline."

WAGE RATES AND HOURS OF LABOUR IN PRINCIPAL BRITISH INDUSTRIES

The British Ministry of Labour has recently published a survey of normal weekly hours of labour, and rates of wages for overtime work for principal industries in which wage rates and conditions of employment are determined by collective agreement or by statutory orders. This survey, bringing up to date an earlier one made in 1946 is summarized below.

In Great Britain, the majority of collective agreements regulating conditions of employment in industries and services "determine the normal weekly hours, exclusive of mealtimes, beyond which overtime rates of wages are payable, but in some cases the normal hours a shift or a day are fixed." With the exception of women, young persons, and underground workers, whose hours are fixed by Parliament, the survey found that the agree-

ments generally do not impose any limitation on the number of hours that may be worked. However, "in a small number of cases restrictions are placed on the duration of overtime working."

Various orders under the Wages Councils Acts, the Catering Wages Act, and the Agricultural Wages Act also determine the normal hours beyond which overtime must be paid.

The Work Week

In the agreements surveyed, the normal work week was generally either 44 or 45 hours. On the subject of hours of labour, the main provision of the collective agreement was for the "number of hours that constitute a full working week." Some industries worked more and some less than the general average. Printing and mining are cited as industries working less than 44 hours; while the agricultural, building, catering, and retail industries in most areas worked more than 45 hours.

In this connection, the survey notes:—

Although the hours in most cases are fixed without qualification, there are instances in which a degree of flexibility is permitted or implied. For example, the agreement for the building industry in England and Wales empowers the National Joint Council for the industry to allow, in certain circumstances, variations from the normal weekly working hours specified in the national working rules. In some of the principal outdoor industries the hours are of necessity limited to some extent by the duration of daylight. Thus in the building industry there are provisions for shorter hours during the winter period than in the summer and in some cases for still shorter hours in mid-winter where artificial light cannot be provided.

The survey disclosed that in general "the hours of labour fixed by a particular agreement apply uniformly to all workers covered by the agreement irrespective of age, sex, or occupation." However, the Factories Act, restricts the hours of juveniles under 16 in many industries, regardless of the provisions of collective agreements.

In industries where shift work is used, agreements usually make provision for workers who are required to work on a shift basis as well as those who do not. Several major industries have agreements regulating shift work. Commenting on these agreements, the report said:—

In some cases the agreements fix the length of the shift and also the normal weekly hours. Others do not specify how many hours or how many shifts a week a shift worker should work. In other cases the agreements define the weekly number of hours of the shift worker without fixing the length or number of the shifts. In nearly all cases the length of the shift, where fixed, is 8 hours including any stoppages for mealtimes. The number of hours worked in the week, also inclusive of mealtimes, when averaged over the cycle of rotation of shifts, ranges from 40 in some industries up to 48 in others —up to 56 in the case of some 7-day workers.

For night workers, as distinct from shift workers, the agreed weekly hours are, with few exceptions, the same as for day workers.

In the majority of agreements under review, no stipulation was made as to normal daily hours or the number of days to be worked in a week. The agreements left the matter of distribution of weekly hours for local arrangement. As a rule, the agreements did not define "the length of the normal day," even where overtime rates were to be paid "for excess hours on each day of the week."

Agreements in some of the industries suggest or specify "the number of hours a day beyond which overtime rates are payable," as well as the weekly number of hours. In industries where statutory orders regulate hours of work, the survey found that the orders "declare not only the weekly number of hours for the purpose of the application of overtime rates, but also the normal hours for the days, including Saturday or other weekly short day."

The Five-Day Week

A number of the agreements studied made provision for a five-day week, but contained clauses permitting the weekly hours to be spread over 5½ days under "special circumstances." Different arrangements for working weekly hours were found in different industries. The survey also noted that:—

Many of the Wages Councils Orders recognize the practice of the 5-day week by the inclusion of special provisions regarding the method of calculating overtime payments when such a system is in operation. Where the 5-day week is in such ways rendered permissible, either specifically or by implication, it is probable that many or most of the firms have adopted this system, but no statistics are available to show which practice actually prevails in particular industries.

Overtime

Wage rates for overtime work in most industries were covered by collective agreements and also by Orders issued under the Wages Councils Acts, the Catering Wages Act, and the Agricultural Wages Acts.

In general, overtime rates of payment were of three types; time-and-one-quarter, time-and-one-half, and double time.

In many cases the rate progresses according to the duration of the overtime worked. Thus overtime pay often begins at the rate of time-and-a-quarter and after two hours' work rises to time-and-a-half, and may, in some cases, further rise to double time after four hours' work. Less frequently the rate does not vary with the duration of the overtime or does not rise until work is prolonged after midnight. In place of a fraction, the overtime rate sometimes takes the form of specified rates of time-wages higher

than the ordinary rates, but examples of such rates are not frequent. Overtime performed on Saturday afternoon at establishments where work is spread over 6 days frequently entitles the workpeople to a higher rate than that paid for overtime worked on other week-days. For instance, all overtime worked on Saturday afternoon is paid for at a rate of time-and-a-half in many industries in which some of the overtime on other days is paid for at time-and-a-quarter. The same overtime rates apply in many cases to work done on Saturday mornings at 5-day week establishments, but some agreements fix a special rate for such work (e.g., time-and-a-half in the engineering industry) which is not identical with the overtime rate fixed for Saturday afternoon work in 6-day establishments.

Many Wages Council Orders specify that special rates be paid for overtime work, and "some of these prescribe a somewhat higher rate for overtime on Saturday afternoons than for Saturday mornings." Double time is usually paid for Sunday work "when performed by operatives who are not normally required to work during the week-end." Holiday work by people not usually required to work on these days is paid for either at time-and-a-half or double time, depending on the agreement.

The payment for overtime work is generally made on one of two bases; either for time worked in excess of normal daily hours, or time worked beyond normal weekly hours. In the former instance, overtime is paid as soon as the "normal daily hours of labour have been performed," but in the latter, "the worker is not entitled to the enhanced rate until after the full number of hours constituting the normal week have been completed." Most agreements provided overtime payment on a daily basis, but several important ones used the weekly hours basis for payment.

Among the other provisions concerning payment for overtime is one covering overtime worked before the normal hours of work. In some cases this work entitles

the worker "to a higher rate of pay than for work performed after the normal hours." However, the report notes that the majority of agreements made no distinction as to these periods of overtime.

Overtime Rates for Pieceworkers

In those agreements or Orders providing special overtime rates for employees on piece work, these provisions are usually one of three types:—

1. Additional payment for overtime work is expressed as a fraction of ordinary piece rates, or the earnings thereon.

2. In some other cases the ordinary piecework rates are paid for work done in overtime, but the workpeople receive in addition to their piecework earnings a supplementary flat-rate payment for each hour of overtime.

3. The third method of payment, which is by far the most general, consists of a payment (additional to piecework earnings), that is a fraction of the ordinary time rate to which the workers would be considered as entitled if not working by the piece.

In some industries, the collective agreements "contain provisions imposing restrictions on the amount of overtime that may be worked," the survey said. Typical of this type of restriction is the following:—

The type of restriction imposed may be exemplified by the national agreement for the engineering industry, which, after enunciating the general principle that systematic overtime is deprecated as a method of production, provides that when overtime is necessary "no union workman shall be required to work more than 30 hours overtime in any four weeks after full shop hours have been worked, allowances being made for time lost through sickness, absence with leave or enforced idleness," but that, in cases of breakdowns, repairs, replacements and alterations (whether for the employers or their customers) and in certain other emergencies, overtime is not to be restricted.

STATUTORY HOLIDAYS IN CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1950*

More than 90 per cent of the plant and 95 per cent of the office workers in Canadian manufacturing industries were employed in establishments which observed 6 or more statutory holidays in 1950. The largest group in each case were those observing 8 holidays.

Most of the office employees were paid for all of the statutory holidays observed, but this was not so often the case for the plant employees. Whereas more than 80 per cent of the office employees were paid for 7 to 9 statutory holidays, about 60 per cent of the plant employees were paid for 6 to 8 holidays.

The following article contains industrial, provincial and city comparisons of the numbers of observed and paid statutory holidays for both plant and office employees, noting the changes that have occurred during the preceding year.

Three-quarters of the plant workers and 82 per cent of the office workers in the Canadian manufacturing industries were employed in establishments which reported observing from 7 to 9 statutory holidays in 1950. The largest percentage of workers, 46 per cent in the plants and 54 per cent in the offices, were in those establishments which observed 8 statutory holidays.

The office employees were usually paid for all of the statutory holidays observed by the establishment, but this was not so often the case for the plant employees. More than 99 per cent of the office employees and about 87 per cent of the plant employees were paid for some or all of the observed statutory holidays although they did not work on these days. Approximately equivalent to the proportions observing statutory holidays, 81 per cent of the office workers were paid for 7 to 9 statutory holidays, with about 54 per cent paid for 8 days. However, the majority of the plant workers, 59 per cent, were paid for 6 to 8 statutory holidays, one-half of whom were paid for 8 days.

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

Statutory holidays, in this article, are those days when an establishment is normally not operating because of Federal, Provincial or Municipal holidays, or because of religious holidays regularly observed by the closing of the establishment.

The data for this article were obtained from approximately 6,350 manufacturing establishments employing almost 736,500 plant and 137,700 office workers during the pay period preceding October 1, 1950. Information for the province of Newfoundland was obtained for the first time in 1950 and where not shown separately has been included along with Prince Edward Island, Nova Scotia and New Brunswick to make up the Maritime Provinces group.

Statutory Holidays of Plant Employees

There was little change during the preceding year in the number of statutory holidays observed by establishments employing most of the plant workers in the manufacturing industries, but many of the workers were paid for more of these statutory holidays although they were not worked.¹

¹ For comparable information in 1949 see the section on statutory holidays in the article, "Working Conditions in Canadian Manufacturing Industries, October, 1949". The LABOUR GAZETTE, November 1950, p. 1836.

Twenty per cent of the plant workers were paid for fewer than 4 statutory holidays in 1950, as compared with about 27 per cent in 1949; and whereas 59 per cent of the employees were paid for 6 to 8 statutory holidays in 1950, 54 per cent were in this group the preceding year. The proportionate distribution of plant workers according to the number of statutory holidays observed and paid for in 1950, compared with 1949, is as follows:—

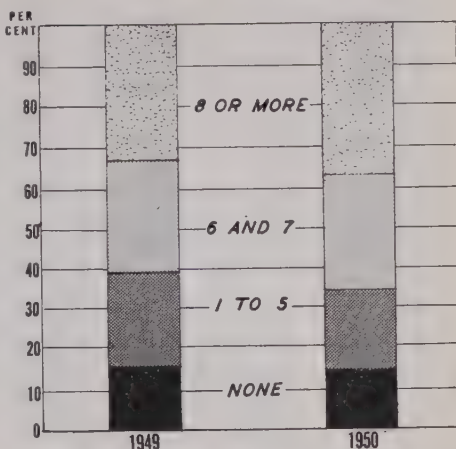
| | | Per Cent of Plant Workers | |
|-----------------------------|---------|---------------------------|-------|
| Statutory Holidays Observed | | 1949 | 1950 |
| Less than 4..... | 4..... | 1.2 | 1.3 |
| 4..... | 4..... | 4.2 | 4.5 |
| 5..... | 5..... | 3.4 | 3.2 |
| 6..... | 6..... | 9.7 | 9.0 |
| 7..... | 7..... | 14.1 | 14.1 |
| 8..... | 8..... | 45.7 | 46.0 |
| 9..... | 9..... | 13.1 | 13.7 |
| 10..... | 10..... | 4.2 | 4.2 |
| More than 10..... | 10..... | 4.0 | 3.8 |
| No information..... | 10..... | .4 | .2 |
| Total | | 100.0 | 100.0 |

| | | Per Cent of Plant Workers | |
|-----------------------------|------|---------------------------|-------|
| Statutory Holidays Paid For | | 1949 | 1950 |
| None | 14.9 | 12.7 | |
| 1 to 3..... | 11.8 | 8.1 | |
| 4..... | 7.3 | 7.3 | |
| 5..... | 4.9 | 5.6 | |
| 6..... | 20.6 | 18.6 | |
| 7..... | 7.3 | 10.5 | |
| 8..... | 27.0 | 30.1 | |
| 9..... | 3.1 | 3.7 | |
| 10..... | .8 | 1.3 | |
| More than 10..... | 1.0 | .8 | |
| Other | .1 | .3 | |
| No information..... | 1.2 | 1.0 | |
| Total | | 100.0 | 100.0 |

Provincial Legislation.²—Some statutory provision concerning public holidays for manufacturing establishments is made in Nova Scotia, Quebec, Manitoba, Saskatchewan, Alberta and British Columbia. Factories in Manitoba and British Columbia must be closed on public holidays unless permission is given for employment.

² This section has been summarized from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

Paid Statutory Holidays for Plant Employees, 1949 and 1950



Wages in relation to public holidays are dealt with under minimum wage laws in Nova Scotia, Quebec, Manitoba, Saskatchewan and Alberta. In Nova Scotia there can be no deduction from the minimum weekly wage for women because of a holiday. The Quebec General Wage Order 4 has no provision for public holidays, but some special Orders require holidays to be observed or a punitive rate paid.

No employer in Manitoba may require any woman to work on a public holiday unless a permit is obtained from the Minister of Labour; nor may he make any reduction below the minimum weekly rate from the wages of a full-time woman worker who does not work on the holiday. If permission to work on a public holiday is granted, the worker must be paid, in addition to the regular daily rates, a day's pay at not less than the minimum rate; or she must be given a day off without loss of pay within seven days or at some agreed later date.

Full-time workers in Saskatchewan must be paid a full week's wages at the regular weekly rate if they do not work on a public holiday; and if work is required on a holiday they must be paid two and one-half times the regular rate.

In Alberta, no deduction may be made for time not worked on a holiday when the employer's place of business is closed.

Statutory Holidays by Industry.³—In all but three of the 17 industrial groups shown in Table I, the largest proportion of plant workers were employed in establishments

³ The major industrial groups in this article follow those contained in the *Standard Industrial Classification Manual*, published by the Dominion Bureau of Statistics in 1948.

which reported observing 8 statutory holidays in 1950. The three exceptions were Tobacco and Tobacco Products, with about half of the workers in plants observing 11 holidays, Paper Products, with 43 per cent in those observing 4 days, and Products of Petroleum and Coal, with more than 60 per cent in plants observing 9 days.

In most of the industries there was a good deal of variation in the number of statutory holidays observed, for in only three were more than two-thirds of the employees in the industry employed by establishments which observed the same number of statutory holidays during the year. Fifty-eight per cent of the workers producing Rubber Products, 71 per cent of those producing Iron and Steel Products and 91 per cent manufacturing Electrical Apparatus and Supplies were employed in establishments which observed 8 statutory holidays in 1950.

Less than 10 per cent of the plant workers in all but five of the major industries in Table I were not paid for any of the observed statutory holidays unless these days were worked. The proportions in the other industries being paid for none of the observed holidays ranged from 15 per cent in the Clothing (Textile and Fur) and Non-metallic Mineral Products Industries to almost 60 per cent in the Wood Products Industry. Thirty-four per cent of the workers in the Leather Products Industry and 21 per cent of those in the Miscellaneous Manufacturing Industries were also not paid for any of the observed holidays when not worked.

The largest proportion of plant workers were paid for 8 statutory holidays in seven of the industrial groups (Food and Beverages; Rubber Products; Printing, Publishing and Allied Industries; Iron and Steel Products; Electrical Apparatus and Supplies; Chemical Products; Miscellaneous Manufacturing Industries); and the largest proportion were paid for 6 holidays in five of the industries (Textile Products; Clothing; Transportation Equipment; Non-ferrous Metal Products; Non-metallic Mineral Products). Four paid statutory holidays was predominant in the Paper Products Industry, 9 paid holidays in the Products of Petroleum and Coal Industry, and 10 paid holidays in the Tobacco and Tobacco Products Industry. In the two remaining industries, Leather Products and Wood Products, the largest group of workers were not paid for any of the observed statutory holidays unless these days were worked

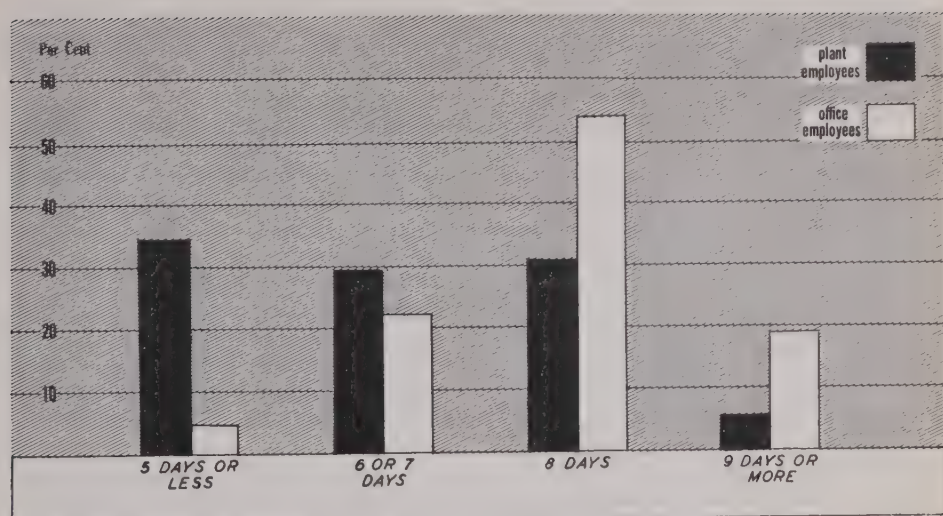
During the year preceding the 1950 survey there were noticeable increases in a few industries in the number of observed and paid statutory holidays. In the Tobacco and Tobacco Products Industry, for example, a large number of workers had their statutory holidays increased from 8 days to 10 or 11 days, and had those paid for increased from 6 and 8 to 10 days. Also, in the Rubber Products Industry many workers had their observed holidays increased from 7 to 8 days while the number paid for when not worked was increased from 5, 6 and 7 to 8 days.

There was a greater tendency to increase the number of paid statutory holidays during the preceding year than to increase the number of holidays observed. Most of the industries revealed an upward movement in the distribution of employees according to the number of paid statutory holidays. Some of the more noticeable shifts, apart from the two mentioned in the previous paragraph, occurred in Food and Beverages, Textile Products (except Clothing), Paper Products, Iron and Steel Products, Transportation Equipment, Non-metallic Mineral Products, and Chemical Products.

Statutory Holidays by Province.—The largest group of plant employees in all but three of the provinces were employed in manufacturing establishments which reported observing 8 statutory holidays in 1950 (Table II). The predominant groups of workers were in establishments observing 4 statutory holidays in Newfoundland, 7 holidays in New Brunswick and 9 holidays in British Columbia.

In most of the provinces there was much variation in the number of statutory holidays observed, although large groups of workers in each province were in establishments which observed a uniform number of holidays. Fifty-six per cent of the workers in Newfoundland were in plants which observed 4 statutory holidays. Forty-eight per cent of the workers in Prince Edward Island, 45 per cent in Nova Scotia, 65 per cent in Ontario and 70 per cent in Saskatchewan were in those which observed 8 statutory holidays. About the same proportion of workers in New Brunswick and Quebec, 58 and 59 per cent respectively, were in establishments which observed 7 to 9 holidays. In Manitoba and Alberta similar proportions, 85 and 84 per cent, were employed in plants observing 7 to 10 days. Manufacturing establishments employing 42 per cent of the workers in British Columbia observed 9

Paid Statutory Holidays, 1950



statutory holidays, with those employing an additional 43 per cent observing 6 to 8 days.

Only in the four Maritime Provinces were more than 2 per cent of the workers in establishments which observed less than 4 statutory holidays in 1950. In this group were 4 per cent of the workers in Newfoundland, 11 per cent of the workers in Prince Edward Island, and 7 per cent of the workers in Nova Scotia and New Brunswick. On the other hand, the largest proportions of workers, 15 per cent and 10 per cent respectively, employed in plants observing more than 10 statutory holidays were in Newfoundland and Quebec. In these provinces many religious holidays are regularly observed.

There was much more variation, both within and between provinces, in the number of statutory holidays which were paid for when not worked in 1950. In only four provinces were more than one-third of the workers employed in establishments which paid for a uniform

number of statutory holidays: 55 per cent of the workers in Newfoundland were paid for 4 statutory holidays, and 45 per cent in both Prince Edward Island and Ontario and 70 per cent in Saskatchewan were paid for 8 holidays when not worked.

Many plant employees were not paid for any of the observed statutory holidays unless they worked on these days. This was particularly the case in British Columbia where more than 40 per cent of the workers were not paid for statutory holidays which were not worked. The corresponding proportion was 24 per cent in Newfoundland, 29 per cent in Nova Scotia and 30 per cent in New Brunswick.

An indication of the variation within and between the major regions of Canada in the number of observed and paid statutory holidays may be seen in the following table, which gives the proportion of workers in each region distributed according to the number of statutory holidays reported in 1950:—

| Statutory Holidays Observed | Maritime Provinces | Quebec | Ontario | Prairie Provinces | British Columbia |
|-----------------------------|--------------------|--------|---------|-------------------|------------------|
| | % | % | % | % | % |
| 6 days or less | 31 | 22 | 15 | 9 | 19 |
| 7 days | 13 | 15 | 13 | 16 | 15 |
| 8 days | 28 | 27 | 65 | 35 | 18 |
| 9 days | 19 | 17 | 6 | 22 | 42 |
| 10 days or more | 9 | 19 | 1 | 18 | 6 |
| Total | 100 | 100 | 100 | 100 | 100 |
| Statutory Holidays Paid For | | | | | |
| None | 29 | 13 | 8 | 8 | 42 |
| 1 to 5 days | 35 | 35 | 13 | 11 | 20 |
| 6 days | 5 | 19 | 22 | 10 | 12 |
| 7 days | 3 | 12 | 11 | 20 | 4 |
| 8 days | 19 | 14 | 44 | 32 | 5 |
| 9 days or more | 9 | 7 | 2 | 18 | 17 |
| Total | 100 | 100 | 100 | 100 | 100 |

There was little change from 1949 in the above distributions of workers employed in establishments observing the various numbers of statutory holidays, but there were numerous increases in the number of these holidays which were paid for when not worked. Also, the proportion of employees who were not paid for any of the statutory holidays unless worked continued to decrease during the year, particularly in Ontario, Manitoba and British Columbia.

Statutory Holidays by City.—Information on statutory holidays for plant employees in the manufacturing industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver has been presented in detail in the previous issue of the *LABOUR GAZETTE*.⁴

It was noted there that the majority of plant workers were employed in establishments which observed 7 to 10 statutory

holidays in 1950. Twenty-two per cent of the workers in Halifax and 39 per cent in Vancouver were not paid for any of the statutory holidays unless worked, whereas less than 10 per cent of the plant workers in the other cities were in this group. In Montreal, Toronto and Winnipeg the majority of workers were paid for 6 to 8 statutory holidays. Thirty per cent of the workers in Halifax and 17 per cent in Vancouver were paid for nine observed holidays when not worked.

During the year previous to the 1950 survey, the proportion of workers not paid for any statutory holidays when not worked was reduced from 46 per cent to 22 per cent in Halifax and from 55 per cent to 39 per cent in Vancouver.

The distribution of employees in each of the cities, according to the number of observed and paid statutory holidays, is as follows:—

| Statutory Holidays Observed | Halifax | Montreal | Toronto | Winnipeg | Vancouver |
|-----------------------------|---------|----------|---------|----------|-----------|
| | % | % | % | % | % |
| 6 days or less | 4 | 19 | 5 | 8 | 8 |
| 7 days | 4 | 23 | 8 | 18 | 9 |
| 8 days | 13 | 36 | 82 | 26 | 19 |
| 9 days | 56 | 5 | 4 | 24 | 57 |
| 10 days or more | 23 | 17 | 1 | 24 | 7 |
| Total | 100 | 100 | 100 | 100 | 100 |

Statutory Holidays Paid For

| | | | | | |
|----------------------|-----|-----|-----|-----|-----|
| None | 22 | 10 | 6 | 9 | 39 |
| 1 to 5 days | 32 | 25 | 9 | 12 | 23 |
| 6 days | 3 | 14 | 11 | 10 | 8 |
| 7 days | 3 | 17 | 11 | 27 | 3 |
| 8 days | 9 | 24 | 61 | 24 | 7 |
| 9 days or more | 31 | 9 | 2 | 18 | 19 |
| Total | 100 | 99* | 100 | 100 | 99* |

* One per cent "Other".

Statutory Holidays of Office Employees

In most of the manufacturing establishments the plant and office observed the same number of statutory holidays in 1950, but the office staffs were generally paid for more of these holidays when not worked. It was usually the practice to pay

the office employees for all of the statutory holidays which the establishment observed.

Fifty-four per cent of the office employees were in establishments which observed 8 statutory holidays in 1950 and 82 per cent were in those which observed from 7 to 9 days. The proportions of employees being paid for these numbers of observed statutory holidays was approximately the same. This similarity may be seen in the following table, which gives the propor-

⁴ See the section on statutory holidays in the article "Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, October 1950", the *LABOUR GAZETTE*, July 1951, p. 940.

tion of employees in offices observing and paying for various numbers of statutory holidays in 1950:—

| Number of Statutory Holidays | Per Cent of Office Workers | |
|------------------------------------|-------------------------------|----------------------|
| | Holidays Observed | Holidays Paid For |
| 5 or less..... | 3.9 | 4.8 |
| 6 | 6.2 | 6.5 |
| 7 | 15.4 | 15.2 |
| 8 | 54.2 | 53.6 |
| 9 | 12.3 | 11.9 |
| 10 or more..... | 7.4 | 7.0 |
| No information..... | .6 | 1.0 |
| Total | 100.0 | 100.0 |

Statutory Holidays by Province.—There were some substantial variations, both between and within the provinces, in the proportion of employees in offices observing and paying for various numbers of statutory holidays (Table III). More than 72 per cent of the office workers in Ontario and about 80 per cent in Saskatchewan were employed in establishments which observed and paid for 8 statutory holidays. In Prince Edward Island, 65 per cent of the workers were in offices which reported observing and paying for 8 statutory holidays, with a further 24 per cent observing and paying for 10 days; whereas in British Columbia, offices employing 61 per cent of the workers observed and paid for 9 such holidays with an additional 23 per cent observing and paying for 8 of them.

| Statutory Holidays Paid For | Maritime Provinces | Quebec | Ontario | Prairie Provinces | British Columbia |
|-----------------------------|-----------------------|--------|---------|----------------------|---------------------|
| | % | % | % | % | % |
| 6 days or less | 15 | 19 | 9 | 7 | 4 |
| 7 days | 16 | 26 | 11 | 13 | 7 |
| 8 days | 26 | 33 | 72 | 39 | 23 |
| 9 days | 17 | 9 | 7 | 21 | 61 |
| 10 days or more | 26 | 13 | 1 | 20 | 5 |
| Total | 100 | 100 | 100 | 100 | 100 |

Statutory Holidays by City.—Most of the office workers in each of the five major cities shown in Table IV were employed in establishments which reported observing and paying for 7 to 10 statutory holidays in 1950.

Offices employing more than 90 per cent of the workers in Halifax reported that they observed and paid for 8 to 10 statutory holidays, with those employing 60 per cent reporting 10 holidays. In Montreal, slightly less than three-quarters of the workers were

Information on statutory holidays in Newfoundland was not reported for about half of the office employees, but for those workers for whom data are available almost one-half were reported in offices observing and paying for 4 statutory holidays and most of the remainder for more than 10 days.

In the remaining provinces there was not such a predominant number of workers in offices observing and paying for a uniform number of statutory holidays. However, establishments employing about 82 per cent of the workers in Nova Scotia observed and paid for 8 to 10 statutory holidays; and those employing about the same proportion in New Brunswick, 81 per cent, observed and paid for 7 to 9 days.

In Quebec, just under one-third of the workers were in offices which observed and paid for 8 statutory holidays and slightly more than one-quarter were in those which observed and paid for 7 days.

Establishments employing more than two-thirds of the office workers in Manitoba reported observing and paying for 8 to 10 statutory holidays in 1950; and those employing more than three-quarters of the workers in Alberta reported 7 to 9 days. In both cases, however, the largest group of workers, just over 30 per cent, were in offices observing and paying for 8 holidays.

The following table, giving the proportion of office employees being paid for various numbers of statutory holidays, will indicate the extent of the variations between regions in the number of statutory holidays observed and paid for when not worked:—

in offices which observed and paid for 7 or 8 statutory holidays, the latter including slightly more than half of this group. Eight statutory holidays was the predominant number in Toronto, with more than 85 per cent of the workers employed in offices which observed and paid for that number of holidays.

In Winnipeg there was no very predominant number of statutory holidays which were observed and paid for when not worked. Three-quarters of the office

workers in this city were employed in establishments observing and paying for 8 or more statutory holidays, with the largest group, just under 30 per cent, having 9 observed and paid holidays.

Fifty-eight per cent of the office workers in Vancouver were entitled to 9 observed and paid statutory holidays in 1950, and a further 27 per cent were entitled to 8 such holidays.

TABLE I.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN
Plant Employees

| Number of Statutory Holidays Observed | All Manufacturing Industries | Food and Beverages | Tobacco and Tobacco Products | Rubber Products | Leather Products | Textile Products (except Clothing) | Clothing (Textile and Fur) | Wood Products | Paper Products |
|--|------------------------------|--------------------|------------------------------|-----------------|------------------|------------------------------------|----------------------------|---------------|----------------|
| Less than 4..... | 9,212 | 2,177 | ..... | ..... | 193 | 159 | 972 | 2,228 | 768 |
| 4..... | 32,884 | 1,824 | 10 | ..... | 182 | 207 | 1,292 | 1,445 | 26,164 |
| 5..... | 23,800 | 3,566 | 69 | ..... | 713 | 542 | 6,914 | 1,479 | 6,644 |
| 6..... | 66,252 | 4,636 | 293 | 568 | 1,332 | 6,958 | 5,590 | 4,800 | 10,166 |
| 7..... | 103,974 | 11,461 | 20 | 604 | 2,794 | 8,439 | 7,972 | 12,552 | 3,854 |
| 8..... | 339,169 | 46,001 | 735 | 9,171 | 8,361 | 24,118 | 20,334 | 17,790 | 8,629 |
| 9..... | 99,943 | 16,592 | 59 | 2,720 | 2,792 | 16,161 | 8,151 | 13,976 | 2,342 |
| 10..... | 30,882 | 4,006 | 2,552 | ..... | 935 | 4,343 | 5,359 | 2,721 | 1,078 |
| More than 10..... | 27,642 | 3,956 | 4,456 | 2,799 | 1,448 | 2,043 | 4,871 | 2,175 | 644 |
| Other (1)..... | 67 | ..... | ..... | ..... | ..... | ..... | ..... | 67 | ..... |
| No information..... | 1,417 | 812 | ..... | ..... | 98 | 20 | 286 | 99 | ..... |
| Total..... | 735,242 | 95,031 | 8,194 | 15,862 | 18,848 | 62,990 | 61,741 | 59,332 | 60,289 |
| Number of Statutory Holidays Paid For Although Not Worked | | | | | | | | | |
| None..... | 93,519 | 9,442 | 243 | 103 | 6,463 | 5,137 | 9,282 | 35,336 | 2,128 |
| 1..... | 6,417 | 534 | 15 | ..... | 662 | 186 | 914 | 1,375 | 335 |
| 2..... | 26,736 | 1,696 | ..... | 6 | 1,192 | 6,538 | 3,078 | 3,204 | 610 |
| 3..... | 25,260 | 1,295 | 119 | ..... | 1,644 | 1,223 | 8,028 | 1,959 | 1,541 |
| 4..... | 53,567 | 2,785 | ..... | 93 | 784 | 3,165 | 3,066 | 2,990 | 29,455 |
| 5..... | 40,934 | 3,829 | ..... | 630 | 2,453 | 2,386 | 10,336 | 2,581 | 6,752 |
| 6..... | 136,788 | 7,686 | 270 | 1,687 | 1,638 | 25,084 | 11,716 | 3,845 | 11,590 |
| 7..... | 77,573 | 13,608 | 5 | 1,605 | 1,099 | 3,820 | 3,962 | 3,179 | 2,151 |
| 8..... | 221,719 | 35,663 | 735 | 11,738 | 2,401 | 13,656 | 7,328 | 2,359 | 4,678 |
| 9..... | 27,266 | 11,830 | 13 | ..... | 162 | 467 | 1,002 | 571 | 647 |
| 10..... | 9,314 | 2,388 | 4,830 | ..... | 7 | 37 | 224 | 66 | 24 |
| More than 10..... | 6,146 | 962 | 1,712 | ..... | 17 | 278 | 998 | 142 | 349 |
| Other (1)..... | 2,204 | 1,057 | ..... | ..... | ..... | 117 | 480 | 321 | 29 |
| No information..... | 7,799 | 2,256 | 252 | ..... | 326 | 896 | 1,337 | 1,404 | ..... |
| Total..... | 735,242 | 95,031 | 8,194 | 15,862 | 18,848 | 62,990 | 61,741 | 59,332 | 60,289 |

Note:—Half-days have been discounted in the few cases where they were reported. That is, if an establishment

(1) The number of statutory holidays observed or paid for generally depends on the employee's period of

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by Industry

| Number of Statutory Holidays Observed | | Print- ing Pub- lishing and Allied Indus- tries | Iron and Steel Prod- ucts | Trans- por- tation Equip- ment | Non- Fer- rous Metal Prod- ucts | Elect- rical Appar- atus and Supplies | Non- Metallic Mineral Prod- ucts | Prod- ucts of Petro- leum and Coal | Chem- ical Prod- ucts | Miscel- laneous Manu- fac- turing Indus- tries |
|---|--------|---|---------------------------------------|--|--|--|--|--|--------------------------------|--|
| Less than 4..... | 457 | 302 | 889 | 115 | 32 | 553 | 37 | 67 | 263 | |
| 4..... | 521 | 137 | 534 | 328 | 97 | 143 | | | | |
| 5..... | 195 | 1,079 | 383 | 232 | 15 | 1,565 | 355 | 49 | | |
| 6..... | 221 | 7,598 | 9,485 | 7,047 | 477 | 3,292 | 32 | 2,824 | 933 | |
| 7..... | 4,391 | 12,394 | 21,240 | 3,334 | 2,049 | 3,447 | 320 | 7,417 | 1,686 | |
| 8..... | 15,501 | 80,830 | 31,929 | 9,036 | 36,846 | 6,448 | 3,096 | 13,722 | 6,622 | |
| 9..... | 2,289 | 8,273 | 8,479 | 6,442 | 703 | 2,172 | 6,012 | 1,545 | 1,235 | |
| 10..... | 1,113 | 2,698 | 3,809 | 143 | 132 | 849 | 6 | 330 | 808 | |
| More than 10..... | 1,051 | 727 | 1,409 | 298 | 226 | 186 | 328 | 567 | 458 | |
| Other (1)..... | | | | | | | | | | |
| No information..... | | | 5 | | | 67 | | 20 | 10 | |
| Total..... | 25,218 | 114,422 | 77,765 | 27,181 | 40,480 | 18,907 | 9,831 | 26,944 | 12,207 | |
| Number of Statutory Holidays Paid For Although Not Worked | | | | | | | | | | |
| None..... | 331 | 9,545 | 5,804 | 1,687 | 1,373 | 2,863 | 142 | 1,075 | 2,565 | |
| 1..... | 814 | 533 | 231 | 302 | 69 | 292 | 35 | 41 | 79 | |
| 2..... | 49 | 1,950 | 1,997 | 5,022 | 103 | 747 | 23 | 192 | 329 | |
| 3..... | 52 | 1,309 | 4,869 | 1,192 | 210 | 958 | 308 | 111 | 442 | |
| 4..... | 73 | 3,914 | 2,492 | 1,377 | 574 | 1,201 | | 290 | 1,308 | |
| 5..... | 1,452 | 4,075 | 936 | 1,062 | 103 | 3,472 | | 616 | 251 | |
| 6..... | 1,253 | 14,323 | 37,285 | 9,365 | 2,152 | 3,609 | 60 | 3,658 | 1,577 | |
| 7..... | 5,047 | 15,904 | 10,149 | 2,571 | 1,974 | 2,445 | 449 | 8,042 | 1,563 | |
| 8..... | 13,634 | 61,444 | 10,352 | 3,542 | 33,683 | 2,728 | 2,593 | 11,423 | 3,762 | |
| 9..... | 1,263 | 818 | 2,510 | 535 | 113 | 136 | 5,887 | 1,043 | 269 | |
| 10..... | 250 | 539 | 491 | 89 | 102 | 8 | 6 | 217 | 36 | |
| More than 10..... | 886 | 25 | 202 | 16 | 15 | 29 | 318 | 192 | 5 | |
| Other (1)..... | 114 | | | | | 86 | | | | |
| No information..... | | 43 | 447 | 421 | 9 | 333 | 10 | 44 | 21 | |
| Total..... | 25,218 | 114,422 | 77,765 | 27,181 | 40,480 | 18,907 | 9,831 | 26,944 | 12,207 | |

reported observing or paying for 7½ statutory holidays it was included in the group observing or paying for 7 days.
employment.

**TABLE II.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE
MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950**

Plant Employees by Province

| Number of Statutory Holidays Observed | Canada (1) | Nfld. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. |
|--|-----------------------|--------------|---------------|---------------|---------------|----------------|----------------|---------------|--------------|---------------|---------------|
| Less than 4..... | 9,212 | 214 | 48 | 1,272 | 879 | 2,398 | 3,170 | 347 | 40 | 114 | 730 |
| 4..... | 32,884 | 3,458 | ..... | 115 | 2,564 | 18,156 | 7,997 | 323 | ..... | 63 | 208 |
| 5..... | 23,800 | 599 | ..... | 113 | 766 | 10,763 | 7,219 | 313 | ..... | 3 | 4,024 |
| 6..... | 66,252 | 167 | 35 | 793 | 994 | 18,827 | 37,407 | 848 | 22 | 1,216 | 5,943 |
| 7..... | 103,974 | 28 | ..... | 1,462 | 3,584 | 34,288 | 50,182 | 3,799 | 270 | 2,046 | 8,315 |
| 8..... | 339,169 | 347 | 212 | 8,626 | 1,663 | 60,743 | 244,309 | 5,933 | 3,644 | 3,787 | 9,895 |
| 9..... | 99,943 | 130 | 20 | 4,601 | 2,562 | 37,994 | 22,734 | 4,375 | 983 | 3,057 | 23,464 |
| 10..... | 30,882 | 65 | 77 | 1,737 | 333 | 19,323 | 1,542 | 2,994 | 204 | 1,628 | 2,979 |
| More than 10..... | 27,642 | 894 | 18 | 138 | ..... | 23,489 | 712 | 1,205 | 21 | 646 | 519 |
| Other (2)..... | 67 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 67 |
| No information..... | 1,417 | 250 | 33 | 143 | 47 | 612 | 258 | 39 | 4 | ..... | 31 |
| Total..... | 735,242 | 6,152 | 443 | 19,000 | 13,392 | 226,593 | 375,530 | 20,176 | 5,188 | 12,570 | 56,175 |
| Number of Statutory Holidays Paid For Although Not Worked | | | | | | | | | | | |
| None..... | 93,519 | 1,456 | 38 | 5,421 | 4,053 | 28,277 | 28,239 | 1,777 | 66 | 1,278 | 22,914 |
| 1..... | 6,417 | 70 | 26 | 446 | 260 | 1,692 | 3,691 | 121 | 5 | 45 | 61 |
| 2..... | 26,736 | ..... | 22 | 1,087 | 1,607 | 14,608 | 8,036 | 646 | ..... | 201 | 529 |
| 3..... | 25,260 | 3 | ..... | 807 | 541 | 16,830 | 3,617 | 422 | ..... | 171 | 2,869 |
| 4..... | 53,567 | 3,396 | ..... | 770 | 2,637 | 27,503 | 17,698 | 813 | 8 | 108 | 634 |
| 5..... | 40,934 | 27 | ..... | 601 | 690 | 16,951 | 13,913 | 924 | ..... | 675 | 7,153 |
| 6..... | 136,788 | 151 | 49 | 896 | 632 | 42,326 | 82,424 | 1,802 | 31 | 2,055 | 6,422 |
| 7..... | 77,573 | ..... | ..... | 307 | 715 | 25,957 | 41,123 | 5,363 | 262 | 1,952 | 1,894 |
| 8..... | 221,719 | 116 | 198 | 6,060 | 832 | 32,421 | 167,310 | 5,047 | 3,648 | 3,352 | 2,735 |
| 9..... | 27,266 | 19 | ..... | 2,008 | 866 | 4,922 | 6,698 | 1,480 | 927 | 1,666 | 8,657 |
| 10..... | 9,314 | 161 | 48 | 78 | ..... | 6,030 | 652 | 1,185 | 204 | 493 | 463 |
| More than 10..... | 6,146 | 262 | ..... | 30 | ..... | 4,877 | 80 | 541 | 21 | 174 | 161 |
| Other (2)..... | 2,204 | ..... | ..... | ..... | ..... | 1,435 | 115 | ..... | ..... | 283 | 371 |
| No information..... | 7,799 | 491 | 62 | 489 | 559 | 2,764 | 1,934 | 55 | 16 | 117 | 1,312 |
| Total..... | 735,242 | 6,152 | 443 | 19,000 | 13,392 | 226,593 | 375,530 | 20,176 | 5,188 | 12,570 | 56,175 |

Note:—Half-days have been discounted in the few cases where they were reported. That is, if an establishment reported observing or paying for 7½ statutory holidays it was included in the group observing or paying for 7 days.

(1) Includes 23 employees located in the Northwest Territories.

(2) The number of statutory holidays observed or paid for generally depends on the employee's period of employment.

**TABLE III.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE
MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950**

Office Employees by Province

| Number of Statutory Holidays Observed | | Canada (1) | Nfld. | P.E.I. | N.S. | N.B. | Que. | Ont. | Man. | Sask. | Alta. | B.C. |
|--|----|---------------|-------|--------|-------|-------|--------|--------|-------|-------|-------|-------|
| Less than 4..... | 4 | 570 | 6 | 3 | 13 | 17 | 278 | 62 | 148 | 20 | 3 | 20 |
| 4..... | 4 | 2,703 | 307 | ..... | 6 | 89 | 1,856 | 388 | 54 | ..... | 3 | ..... |
| 5..... | 5 | 2,102 | ..... | ..... | 3 | 39 | 1,427 | 550 | 14 | ..... | 1 | 68 |
| 6..... | 6 | 8,523 | 18 | 3 | 112 | 116 | 3,167 | 4,723 | 136 | 8 | 74 | 166 |
| 7..... | 7 | 21,244 | 8 | ..... | 276 | 512 | 10,534 | 8,223 | 466 | 84 | 580 | 561 |
| 8..... | 8 | 74,582 | 22 | 88 | 876 | 359 | 13,092 | 54,790 | 1,390 | 1,202 | 938 | 1,825 |
| 9..... | 9 | 16,907 | 7 | 4 | 452 | 417 | 3,987 | 5,256 | 1,016 | 140 | 762 | 4,852 |
| 10..... | 10 | 5,292 | ..... | 32 | 1,018 | 7 | 2,349 | 486 | 741 | 41 | 318 | 300 |
| More than 10..... | 10 | 4,726 | 270 | 4 | 22 | ..... | 3,020 | 628 | 429 | 8 | 269 | 76 |
| No information..... | | 851 | 577 | 2 | 18 | 9 | 181 | 52 | 3 | 2 | ..... | 7 |
| Total..... | | 137,500 | 1,215 | 136 | 2,796 | 1,565 | 39,891 | 75,158 | 4,397 | 1,505 | 2,948 | 7,875 |
| Number of Statutory Holidays Paid For Although Not Worked | | | | | | | | | | | | |
| Less than 4..... | 4 | 1,816 | 3 | 3 | 48 | 54 | 1,111 | 270 | 184 | 20 | 36 | 87 |
| 4..... | 4 | 2,874 | 307 | ..... | 6 | 89 | 1,956 | 427 | 86 | ..... | 3 | ..... |
| 5..... | 5 | 1,953 | ..... | ..... | 3 | 24 | 1,182 | 634 | 24 | ..... | 4 | 82 |
| 6..... | 6 | 8,910 | 18 | 3 | 106 | 114 | 3,148 | 5,112 | 144 | 8 | 98 | 159 |
| 7..... | 7 | 20,952 | 8 | 4 | 285 | 501 | 10,293 | 8,157 | 501 | 84 | 582 | 537 |
| 8..... | 8 | 73,829 | 30 | 88 | 855 | 356 | 12,908 | 54,310 | 1,337 | 1,202 | 923 | 1,820 |
| 9..... | 9 | 16,333 | 7 | ..... | 422 | 410 | 3,750 | 5,049 | 971 | 140 | 745 | 4,816 |
| 10..... | 10 | 4,989 | ..... | 32 | 1,018 | 3 | 2,148 | 473 | 718 | 41 | 281 | 275 |
| More than 10..... | 10 | 4,530 | 262 | 4 | 16 | ..... | 2,869 | 628 | 429 | 8 | 238 | 76 |
| No information..... | | 1,314 | 580 | 2 | 37 | 14 | 517 | 98 | 3 | 2 | 38 | 23 |
| Total..... | | 137,500 | 1,215 | 136 | 2,796 | 1,565 | 39,891 | 75,158 | 4,397 | 1,505 | 2,948 | 7,875 |

Note:—Half-days have been discounted in the few cases where they were reported. That is, if an establishment reported observing or paying for 7½ statutory holidays it was included in the group observing or paying for 7 days.

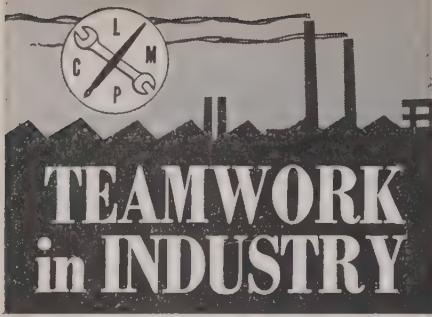
(1) Includes 14 employees in the Northwest Territories.

**TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE
MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950**

Office Employees by City

| Number of Statutory Holidays Observed | | Halifax | Montreal | Toronto | Winnipeg | Vancouver |
|--|----|---------|----------|---------|----------|-----------|
| Less than 4..... | 4 | 4 | 146 | 8 | 144 | 16 |
| 4..... | 4 | ..... | 145 | 21 | ..... | ..... |
| 5..... | 5 | 2 | 807 | 60 | 10 | 27 |
| 6..... | 6 | 36 | 1,826 | 336 | 134 | 107 |
| 7..... | 7 | 92 | 7,858 | 1,367 | 353 | 193 |
| 8..... | 8 | 305 | 9,808 | 21,608 | 570 | 1,148 |
| 9..... | 9 | 207 | 413 | 1,348 | 975 | 2,438 |
| 10..... | 10 | 943 | 1,207 | 16 | 635 | 208 |
| More than 10..... | 10 | 3 | 1,483 | 19 | 417 | 35 |
| No information..... |  | ..... | 57 | 21 | 2 | 1 |
| Total..... | | 1,592 | 23,750 | 24,804 | 3,240 | 4,173 |
| Number of Statutory Holidays Paid For Although Not Worked | | | | | | |
| Less than 4..... | 4 | 13 | 304 | 45 | 180 | 32 |
| 4..... | 4 | ..... | 145 | 30 | 32 | ..... |
| 5..... | 5 | 2 | 822 | 162 | 20 | 28 |
| 6..... | 6 | 36 | 1,803 | 568 | 136 | 99 |
| 7..... | 7 | 102 | 7,622 | 1,238 | 382 | 190 |
| 8..... | 8 | 313 | 9,740 | 21,357 | 527 | 1,146 |
| 9..... | 9 | 180 | 394 | 1,322 | 930 | 2,432 |
| 10..... | 10 | 943 | 1,201 | 16 | 614 | 200 |
| More than 10..... | 10 | 3 | 1,407 | 19 | 417 | 35 |
| No information..... |  | ..... | 312 | 47 | 2 | 11 |
| Total..... | | 1,592 | 23,750 | 24,804 | 3,240 | 4,173 |

Note:—Half-days have been discounted in the few cases where they were reported. That is, if an establishment reported observing or paying for 7½ statutory holidays it was included in the group observing or paying for 7 days.



Each month, Labour-Management Production Committees listed with the Department of Labour receive a sample poster, 10 inches by 13½ inches, plus an accompanying pay envelope stuffer. Attached to each poster is an order form by means of which an LMPC may request the quantity of posters and stuffers it requires.

The posters—a reproduction of the current one appears in the next column—cover subjects which LMPCs frequently discuss. The stuffers expand the posters' message. The stuffer accompanying the poster reproduced on this page reads as follows:—

He Took a Chance

A motorist was instantly killed today when his automobile collided head-on with an oncoming truck as he attempted to pass the car ahead of him.

Police say the driver underestimated the speed of the oncoming truck when he turned out to pass.

"If he hadn't taken a chance he'd be alive now," said a passenger in the car the victim was trying to pass.

You see newspaper stories like this almost every day. For variety, you can also read reports like this one:

First fatality of the Fall hunting season occurred today when——

—— of this city died after his rifle discharged as he climbed a fence. A gate in the fence was less than 10 yards from the point he attempted to climb over.

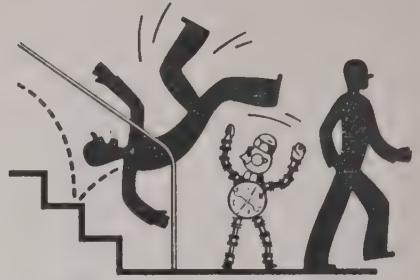
The gate was less than 10 yards away; but—he took a chance.

"If he hadn't taken a chance he'd be alive now." That's just what the witness to the highway crash said.

Taking chances is common practice among motorists and hunters, it seems. And too often chance-taking has serious and shocking results. It happens in industry, too.

Look at the punch press operator who took a chance when he lifted his eyes from his work for a second—and lost three fingers. Or at the worker, pictured in our

THE Reckless MAN..



..has accidents where others go in safety

SUPPORT OUR LMPC'S SAFETY PROGRAM

illustration, who took a chance by running down stairs two at a time—and injured his spine when he fell.

From Negligence, Injury

Actually, deliberate chance-takers are rare. But the unwitting chance-taker—the fellow who acts carelessly without thinking—is all too common. Normally he's a loyal, conscientious worker who most of the time pays close attention to safety. But now and then, sometimes without realizing it, he takes a chance. And his brief moment of negligence results in injury.

Injuries are painful; ask the man who's had one. Not only that, they can hurt the pocket-book, a fact known to all of us. Few who suffer injury, however, look beyond the effects on themselves to the effects on their work-mates and their company.

The plant's safety record suffers a setback. The injured man's bench-mates have to get along without his services and assistance or have to put up, maybe, with a less skilled temporary replacement. Either way, the group's productivity is lessened.

Don't think only management suffers from such a reduction in output; the workers are adversely affected as well. That is why accident prevention is something which is of vital concern to both management and labour.

That is why our Labour-Management Production Committee sponsors safety measures, tries to instill safe working habits in every one of us, tells us not to take chances.

Support our LMPC's plans to make this plant a safer place to work. And don't be a reckless man.

Industrial Relations and Conciliation

A strike was averted by conciliation during June in the coastal shipping industry in British Columbia. Mediation also paved the way for the settlement of a dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots' Association.

Introduction

The threat of a seamen's strike that would have tied up 22 vessels engaged in passenger and freight service on the coast of British Columbia was dissipated during June through mediation provided by the Industrial Relations Branch of the Department of Labour. The dispute arose out of a demand made by the Seafarers' International Union of North America (Canadian District) for the negotiation of a revised collective agreement for 1951, embodying wage increases and other concessions, covering employees of Canadian National Steamships, the British Columbia Steamship Service of the Canadian Pacific Railway Company, and Union Steamships, Limited.

The union's demand for the revision of wages and working conditions was at first resisted by the companies, which maintained that as the result of events that occurred in August and September of 1950, there was an agreement in effect covering the employees of each company until September 1, 1951. The basis of this argument was that in the course of the settlement of a dispute over the terms of their 1950 contract, which reached its climax during the railway strike of that year, the parties signed a "memorandum of agreement" on September 1, 1950, stating that they were agreeable to the same conditions of settlement as were provided for in The Maintenance of Railway Operation Act, namely, a wage increase of four cents per hour effective immediately and whatever changes in working conditions for coastal steamship personnel in the operating employees' group might follow from the negotiations pursuant to the said legislation. Later, the award of the arbitrator in the railway dispute provided that the collective agreements covering the water transport employees of the railways who were affected by the arbitration should be for a period of one year from September 1, 1950, but did not grant such

employees any wage increase in excess of the four cents per hour that they had already received.

In making its 1951 demands, the Seafarers' International Union contended that the 1950 settlement had not affected the normal term of its collective agreement, which coincided with the calendar year, and that the memorandum of agreement entered into on September 1, 1950, related only to the amount of wage increase and to proposed changes in hours of work.

Acting under the authority of a provision of the Industrial Relations and Disputes Investigation Act that, in any case in which in the opinion of the Minister it is advisable to do so he may instruct a Conciliation Officer to confer with the parties concerned, the Minister of Labour on March 24, 1951, instructed the senior Vancouver representative of the Industrial Relations Branch to endeavour to adjust the differences between the union and the three coastal shipping companies. Numerous conferences were convened by the Conciliation Officer, at which considerable collective bargaining took place, but without agreement being reached on the principal issues of wages, hours of work and union security. About mid-June the union announced that it had conducted a strike vote in connection with the companies' proposals, and that a strike deadline had been set for June 22. Efforts to secure a mutually satisfactory settlement were continued by the Conciliation Officer, and on June 20 the parties reached an agreement which was later accepted by the members of the union. The agreement

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

provided for a general wage increase for unlicensed personnel of \$16.87 per month. All companies undertook to agree by letter to the voluntary check-off of union dues, and Union Steamships, Limited, agreed that, as a condition of employment, personnel affected must either join the union and continue in membership or alternatively pay one month's dues and subsequently monthly dues. Other concessions were also granted in the revised contract.

A settlement was also reached during June in a dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots' Association over the renewal of a collective agreement which expired on January 31, 1950. In May, a Winnipeg representative of the Department's Industrial Relations Branch had conferred with the parties but, although his mediation had brought the parties closer together, it appeared that the wage issues would need

to be referred to a Board of Conciliation and Investigation. On June 1, the Minister of Labour notified the parties that he was establishing a Conciliation Board and invited them to nominate persons for appointment as members of the Board. However, before the Board could be fully constituted, the Department was informed that direct negotiations had been resumed, and that compromises on both sides had resulted in an agreement satisfactory to both the employees and the company being signed. The new agreement was dated April 1, 1951.

As reported below in this section, other developments during June included the appointment of Conciliation Boards in three disputes and the receipt of reports from two Conciliation Boards previously established. Settlements were secured by Conciliation Officers in the other cases, without reference to Board procedure.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of June. The Board issued seven certificates designating bargaining agents, ordered two representation votes, and revoked four certificates designating bargaining agents. During the month, the Board received nine applications for certification.

Applications for Certification Granted

1. United Grain Elevator Workers Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of the Searle Grain Company Limited, comprising employees in the Elevator Department of the Company's Elevator on the Fraser River, Municipality of Surrey, B.C. (L.G., June, 1951, p. 813).

2. The National Seamen's Association of Canada, on behalf of unlicensed employees of the Lakes and St. Lawrence Navigation Company Limited, Cardinal, Ont., employed on board the Company's vessel ss. *Casco* (L.G., July, 1951, p. 968).

3. United Grain Elevator Workers Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of Pacific Elevators Limited, comprising employees in the Company's Elevator Department, Burrard Inlet, Vancouver (L.G., July, 1951, p. 968).

4. The American Federation of Radio Artists, on behalf of radio announcers employed by the Western Ontario Broadcasting Company Limited at Radio Station CKLW, Windsor, Ont. (L.G., July, 1951, p. 968).

5. The Canadian Tankermen's Union, on behalf of unlicensed employees of Shell Canadian Tankers Limited, Toronto, employed on board the Company's vessels mv. *Lakeshell*, mv. *Bayshell*, mv. *Rivershell*, and ss. *Eastern Shell* (L.G., May, 1951, p. 674).

6. The International Longshoremen's and Warehousemen's Union, Local 507, on behalf of first-aid attendants employed by H. King Ltd. on board vessels in the Ports of Vancouver and New Westminster, B.C. (L.G., April, 1951, p. 502).

7. The Canadian Merchant Service Guild, Inc., on behalf of deck engineers employed by Keystone Transports Limited, Montreal, on board the Company's vessels

ss. *Keywest*, ss. *Keyvive*, ss. *Keyshey*, ss. *Keydon*, ss. *Keybar*, ss. *Keynor*, ss. *Keybell*, ss. *Keyport*, and ss. *Keystate* (L.G., June, 1951, p. 813).

Representation Votes Ordered

1. The Board ordered a representation vote of marine engineers employed by Canada Steamship Lines Limited, Montreal, following consideration of applications for certification submitted on behalf of the employees concerned by the National Association of Marine Engineers, Inc. (L.G., June, 1951, p. 813), and by the Canadian Navigators' and Engineers' Federation (L.G., July, 1951, p. 968).

2. The Board ordered a representation vote of marine engineers employed by the Upper Lakes and St. Lawrence Transportation Company Limited, Toronto, following consideration of an application for certification submitted on behalf of the employees concerned by the National Association of Marine Engineers of Canada, Inc. (L.G., July, 1951, p. 968).

Applications for Revocation of Certification Granted

The Board revoked the certification of the Canadian Seamen's Union as the bargaining agent of unlicensed employees of Shell Canadian Tankers Limited (L.G., March, 1951, p. 346), S.S. *Texaco Brave* Limited, S.S. *Texaco Chief* Limited, and S.S. *Texaco Warrior* Limited (L.G., April, 1951, p. 502). (See also Reasons for Judgment below.)

Applications for Certification Received

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 299, on behalf of employees of the Charlton Transport Co. Limited, Oshawa, Ont. (Investigating Officer: R. L. O'Neill).

2. United Brotherhood of Carpenters and Joiners of America, Local No. 2499, on behalf of carpenters and apprentice carpenters employed by the Northern Construction Company and J. W. Stewart Limited, Vancouver, in the Company's operations at Whitehorse, Yukon Territory (Investigating Officer: G. R. Currie).

3. United Brotherhood of Carpenters and Joiners of America, Local No. 2499, on behalf of carpenters and apprentice carpenters employed by the Northern Construction Company and J. W. Stewart

Limited, Vancouver, in the Company's operations at Mayo Landing, Yukon Territory (Investigating Officer: G. R. Currie).

4. United Brotherhood of Carpenters and Joiners of America, Local No. 2499, on behalf of carpenters and apprentice carpenters employed by the Marwell Construction Co. Ltd., Vancouver, in its operations at Whitehorse, Yukon Territory (Investigating Officer: G. R. Currie).

5. The Seafarers' International Union of North America, Canadian District, on behalf of units of unlicensed personnel employed by (1) S.S. Texaco Warrior Limited; (2) S.S. Texaco Brave Limited; and (3) S.S. Texaco Chief Limited (Investigating Officer: R. Trépanier).

6. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of the Canadian National Railways, employed at Edmonton in the offices of the General Superintendent, the Superintendent of Motive Power and Car Equipment, the Superintendent of Transportation, the District Engineer, and the District Signal Supervisor (Investigating Officer: D. S. Tysoe).

7. The Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 3, on behalf of employees of the Saint John Dry Dock Co., Ltd., Saint John, N.B., employed on the Company's dredge *Leconfield* (Investigating Officer: H. R. Pettigrove).

REASONS FOR JUDGMENT in application for revocation of certification affecting

Shell Canadian Tankers Limited, Applicant,
and

Canadian Seamen's Union, Respondent.

The Applicant is a company engaged in water transportation and operates a number of ships on the Great Lakes and St. Lawrence waterways.

The Respondent was certified on October 26, 1946, by the Wartime Labour Relations Board under the Wartime Labour Relations Regulations as bargaining agent of a unit of employees of the Applicant consisting of the unlicensed personnel employed by the Applicant on its ships.

The order of certification made by the Wartime Labour Relations Board as aforesaid has continuing effect under Section 72 of the Industrial Relations and Disputes Investigation Act.

The Applicant asks that the order of certification be revoked on the ground that the Respondent is no longer a trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

The Applicant submitted as evidence *inter alia* in support of its application and the Board accepted in evidence (1) The United Kingdom Government White Paper entitled "Review of the British Dock Strikes 1949 presented to Parliament by the Minister of Labour and National Service by Command of His Majesty, December 1949", setting out the course of the United Kingdom dock strikes which, it is stated therein, were fomented and caused by the Respondent; (2) A statement issued by the Minister of Labour, the late Hon. Humphrey Mitchell addressed to Trade Unions and Interested Citizens dated May 16, 1949, in which he

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. Deschamps, A. J. Hills and A. R. Mosher, members. The Judgment was delivered by the Vice-Chairman and Acting Chairman.

outlined the events leading up to the strike of seamen on Canadian East Coast deepsea ships declared by the Respondent; (3) A Report of the Resolutions adopted by the 21st Biennial Congress of the International Transport Workers Federation held at Stuttgart, Germany, 21-29 July, 1950 containing a copy of a Resolution justifying the expulsion of the Canadian Seamen's Union from the Congress; (4) The Report of the Sixty-Fourth Annual Convention of the Trades and Labour Congress of Canada with particular reference to the suspension of the Respondent from membership in the Congress by the Executive Committee of the Congress, the Executive Committee's report to the Congress on the action so taken, and the action taken by the Congress in expelling the Respondent from membership therein.

The Respondent in opposing the application contended that the Board is empowered to receive evidence and make rulings only in relation to the question of whether the Respondent represents the majority of employees of the Applicant and is not empowered to revoke certification on any

other grounds. Respondent, which did not appear at the hearing on the application, subsequently in its written representations entered objection to the acceptance by the Board of evidence which the Applicant had given at the hearing. Respondent denies that it is not a trade union within the meaning of the Act as alleged by Applicant and has submitted in support of this contention a document published by Respondent entitled "The CSU and You—The Case for Free Trade Unionism".

The grounds upon which this application is made, the issues raised and the evidence submitted to the Board by the Applicant in connection therewith are substantially the same as grounds advanced in support of the application, and the issues which were before the Board and the evidence submitted in an earlier application made by Branch Lines Limited to this Board for revocation of the order made under the Act certifying the Canadian Seamen's Union as the bargaining agent of unlicensed personnel employed upon ships of said Company. However, the document submitted to the Board by Respondent "The CSU and You—The Case for Free Trade Unionism" on the present application was not submitted as part of its case by the Respondent on the Branch Lines application.

The Board has given careful consideration to the evidence tendered and the representations made to it by the parties hereto.

The Board finds that the Respondent is not a trade union within the meaning of the Industrial Relations and Disputes Investigation Act and therefore is not entitled to certification as a bargaining agent under the provisions of the said Act. The Board adopts as its reasons for this decision, and as its Reasons for Judgment in this case, the reasons given by the Board in its Reasons for Judgment issued under date of December 7, 1950, in the case of Branch Lines, Limited, and Canadian Seamen's Union. As the said Reasons for Judgment have been published, it is unnecessary to repeat the same at this time.

The Board accordingly revokes the order of October 26, 1946, certifying the Respondent as the bargaining agent of the unit of employees of the Applicant consisting of unlicensed personnel employed upon the ships of the Applicant.

(Sgd.) A. H. BROWN,
Vice-Chairman
and Acting Chairman
for the Board.

N. L. MATTHEWS, K.C.,
K. W. MARTIN,
R. F. HINTON,
for applicant.

Solicitors for Respondent,
Messrs. Marcus and Feiner.

Ottawa, June 14, 1951.

REASONS FOR JUDGMENT in application for revocation of certification affecting

**S.S. Texaco Brave Limited, Applicant,
and
Canadian Seamen's Union, Respondent.**
**S.S. Texaco Chief Limited, Applicant,
and
Canadian Seamen's Union, Respondent.**
**S.S. Texaco Warrior Limited, Applicant,
and
Canadian Seamen's Union, Respondent.**

These are three separate applications for revocation of orders made by the Wartime Labour Relations Board under the Wartime Labour Relations Regulations as follows:—

An order dated November 7, 1945, certifying the Respondent as bargaining agent for unlicensed personnel employed by S.S. Cyclo Brave Limited (now known as S.S. Texaco Brave Limited) on its ships:

An order dated August 22, 1946, certifying the Respondent as bargaining agent

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. Deschamps, A. J. Hills and A. R. Mosher, members. The Judgment was delivered by the Vice-Chairman and Acting Chairman.

for unlicensed personnel employed by S.S. Cyclo Chief Limited (now known as S.S. Texaco Chief Limited) on its ships:

An order dated August 22, 1946, certifying the Respondent as bargaining agent for licensed personnel employed by S.S. Cyclo Warrior Limited (now known as S.S. Texaco Warrior Limited) on its ships.

The said orders of certification made by the Wartime Labour Relations Board have continuing effect under Section 72 of the Industrial Relations and Disputes Investigation Act.

In the case of each application the Applicant asks that the order of certification be revoked on the ground that the Respondent is no longer a trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

The evidence submitted and the representations made to the Board are identical with respect to all three applications.

The Applicant submitted as evidence *inter alia* in support of its application and the Board accepted in evidence (1) The United Kingdom Government White Paper entitled "Review of the British Dock Strikes 1949 presented to Parliament by the Minister of Labour and National Service by Command of His Majesty, December 1949", setting out the course of the United Kingdom dock strikes which, it is stated therein, were fomented and caused by the Respondent; (2) A statement issued by the Minister of Labour, the late Hon. Humphrey Mitchell addressed to Trade Unions and Interested Citizens dated May 16, 1949, in which he outlined the events leading up to the strike of seamen on Canadian East Coast deepsea ships declared by the Respondent; (3) A Report of the Resolutions adopted by the 21st Biennial Congress of the International Transport Workers Federation held at Stuttgart, Germany, 21-29 July 1950 containing a copy of a Resolution justifying the expulsion of the Canadian Seamen's Union from the Congress; (4) The Report of the Sixty-Fourth Annual Convention of the Trades and Labour Congress of Canada with particular reference to the suspension of the Respondent from membership in the Congress by the Executive Committee of the Congress, the Executive Committee's report to the Congress on the action so taken, and the action taken by the Congress in expelling the Respondent from membership therein.

The Respondent in opposing the application contended that the Board is empowered to receive evidence and make rulings only in relation to the question of whether the Respondent represents the majority of employees of the applicant and is not empowered to revoke certifica-

tion on any other grounds. Respondent, which did not appear at the hearing on the application, subsequently in its written representations entered objection to the acceptance by the Board of evidence which the applicant had given at the hearing. Respondent denies that it is not a trade union within the meaning of the Act as alleged by Applicant and has submitted in support of this contention a document published by Respondent entitled "The CSU and You—The Case for Free Trade Unionism".

The grounds upon which this application is made, the issues raised and the evidence submitted to the Board by the Applicant in connection therewith are substantially the same as grounds advanced in support of the application, and the issues which were before the Board, and the evidence submitted in an earlier application made by Branch Lines Limited to this Board for revocation of the order made under the Act certifying the Canadian Seamen's Union as the bargaining agent of unlicensed personnel employed upon ships of said Company. However the document submitted to the Board by Respondent in this case "The CSU and You—The Case for Free Trade Unionism" was not submitted as part of its case by the Respondent on the Branch Lines application.

The Board has given careful consideration to the evidence tendered and the representations made to it by the parties hereto.

The Board finds that the Respondent is not a trade union within the meaning of the Industrial Relations and Disputes Investigation Act and therefore is not entitled to certification as a bargaining agent under the provisions of the said Act. The Board adopts as its reasons for this decision, and as its Reasons for Judgment in this case, the reasons given by the Board in its Reasons for Judgment issued under date of December 7, 1950, in the case of Branch Lines, Limited, and Canadian Seamen's Union. As the said Reasons for Judgment have been published, it is unnecessary to repeat the same at this time.

The Board accordingly revokes the aforesaid order of November 7, 1945, certifying the Respondent as bargaining agent of unlicensed personnel employed by S.S. Texaco Brave Limited on its ships, the aforesaid order of August 22, 1946, certifying the Respondent as bargaining agent of unlicensed personnel employed by S.S. Texaco Chief Limited on its ships, and the aforesaid order of August 22, 1946, certifying the Respondent as bargaining

agent of unlicensed personnel employed by S.S. Texaco Warrior Limited on its ships.

(Sgd.) A. H. BROWN,
*Vice-Chairman
and Acting Chairman
for the Board.*

D. F. BENTLEY,
F. W. COWLEY,
for Applicant.

Solicitors for Respondent,
Messrs. Marcus and Feiner.

Dated at Ottawa, June 14, 1951.

Conciliation and Other Proceedings Before the Minister of Labour

During the month of June, the Minister appointed Conciliation Officers to deal with disputes between the following parties:—

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and the National Harbours Board (employees at Halifax, N.S.), respondent (Conciliation Officer: J. R. Kinley).

2. The Association of Aviation Employees, Federal Labour Union No. 24609, applicant, and Pan American World Airways (employees at Gander, Nfld.), respondent (Conciliation Officer: J. R. Kinley).

Settlements Effected By Conciliation Officer

On June 30, the Minister received reports from R. Trépanier, Conciliation Officer, indicating the settlement of disputes between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Provincial Transport Company and Colonial Coach Lines Limited, Montreal (L.G., July, 1951, p. 968).

Conciliation Boards Appointed

During the month of June, the Minister established Boards of Conciliation and Investigation to deal with disputes between the following parties:—

1. Canadian Pacific Air Lines Limited and the Canadian Air Line Flight Attendants' Association. The Board was established following receipt of the report of G. R. Currie, Conciliation Officer (L.G., June, 1951, p. 816). Constitution of the Board had not been completed at the end of the month.

2. The Quebec Railway Light and Power Company, Quebec, P.Q., and the Catholic Syndicate of Garage Employees of the Quebec Railway Light & Power Company, Inc. The Board was established following receipt of the report of L. Pepin, Conciliation Officer (L.G., July, 1951, p. 968). Constitution of the Board had not been completed at the end of the month.

3. The Quebec Railway Light and Power Company, Quebec, P.Q., and the National Catholic Transport Brotherhood of Quebec, Inc. The Board was established following receipt of the report of, L. Pepin, Conciliation Officer (L.G., July, 1951, p. 968). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Reports Received

During the month of June, the Minister received the reports of the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. The Canadian Marconi Company, Montreal, and the Commercial Telegraphers' Union, Division No. 59 (L.G., July, 1951, p. 969). The text of the Board's report will appear in the September issue.

2. The Canadian Overseas Telecommunication Corporation, Montreal, and the Canadian Communications Association, Local No. 6 (L.G., July, 1951, p. 969). The text of the Board's report is reproduced below.

Settlement Before Board Fully Constituted

On June 15, the Minister received advice that matters in dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots Association had been settled following the establishment of a Board of Conciliation and Investigation (L.G., July, 1951, p. 968) and before the Board could be fully constituted.

Applications for Consent to Prosecute Received

On June 4, the Minister received from the American Newspaper Guild applications under Section 46 of the Act for consent to prosecute The Canadian Press and Press News Limited for alleged violations of the Act. The applications were still under consideration at the end of the month.

Consent to Prosecute Granted

On June 20, the Minister granted Canada Steamship Lines Limited, Montreal, consent to prosecute certain of its employees

at Fort William, Ont., for alleged contraventions of the Industrial Relations and Disputes Investigation Act. The application for consent to prosecute had been received earlier in the month.

REPORT OF BOARD in dispute between

Canadian Overseas Telecommunications Corporation,

and

Local No. 6, Radio and Cables Department, Canadian Communications Association.

Hon. MILTON F. GREGG,
Minister of Labour,
Ottawa, Ont.

The Board of Conciliation, established to endeavour to effect agreement between the Canadian Overseas Telecommunications Corporation and Local No. 6, Radio and Cables Department, Canadian Communications Association, begs leave to present its report.

Members of the Board

H. D. Woods, Chairman.
Paul S. Smith, Company Nominee.
A. Andras, Union Nominee.

Appearances

For the Company:

D. F. Bowie
Georges F. Reid
C. A. O'Brien
F. A. Smith
C. H. R. Bird
E. A. McWilliam
A. Pearce.

For the Union:

William Doherty
John Pellow
Keith L. Spark
John Newberg
Donald B. Tracey
R. E. Greville
L. T. Hayes
H. F. S. St. Julian
A. B. Gallagher.

Preliminary Statement

The Board recognized the difficulties with which the Corporation and the Union had to contend in their efforts to reach a settlement. The Corporation was itself created as the instrument of government policy in the implementation of which it absorbed the Canadian assets of Cable and Wireless Limited and the overseas facilities of the Canadian Marconi Company. Two organizations had to be brought together and reorganized so that they would func-

On June 30, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Canadian Overseas Telecommunications Corporation and Local No. 6, Radio and Cables Department, Canadian Communications Association (L.G., July, 1951, p. 969). The Board was composed of Professor H. D. Woods, Montreal, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Paul S. Smith, K.C., also of Montreal, and A. Andras, Ottawa, appointed on the nominations of the employer and union respectively. The text of the Board's report is reproduced below.

tion as a unit. Two staffs had to be integrated functionally, and two sets of standards of working conditions readjusted so as to provide common standards for all in the new organization. In the course of the existence of the separate concerns the conditions of work were developed along independent lines. In certain respects the terms of employment were more favourable to the employees of the Cable Company, while in other respects they were more favourable in the Marconi Company. The task of establishing standards applicable to both groups as employees of the government-controlled Canadian Overseas Telecommunications Corporation is a formidable one indeed, and success has not yet been achieved.

The Union problem is equally difficult. Under the former circumstance of two independent companies, the employees were represented in one organization by one union and in the other by a different union. After the merger of the two companies, one union local surrendered its charter and its members transferred their membership to the other union. It speaks

well for the wisdom of the membership and the officers of both unions that this change in allegiance was effected so smoothly even though the two unions were affiliated, one to one of the great federations and the other to the other. Nevertheless, the union officers, in collective bargaining, were confronted with the necessity of moving to a new set of common rules of employment which would be reasonably close to the position achieved in the previous separate contracts. It is understandable that men would come to assume the rightness of conditions under which they had worked in the past. Any attempt to lower standards of one contract in return for a better condition derived from the other would certainly create suspicion and generate resistance.

Both management and the union officers must recognize that for some time to come they will be dealing with two groups of employees with established loyalties to separate firms, separate unions, and separate traditions. It is the feeling of the Board that perhaps the major responsibility confronting the Corporation management and the union officers at the present time is the recognition of this division and the joint obligation they have to so conduct their negotiations and dealings as to promote a growth of loyalty and positive response to the inheriting corporation and the single union. The temptation on the part of either to avoid unpleasantness with the employees by shifting blame to the other will be strong, but should be resisted. The Board was deeply impressed by the intelligence and reasonableness of the representatives of management and the union who appeared before it. It is optimistic that this problem is being recognized as a joint one and that the Corporation and the Union will strengthen one another by working to this common purpose.

Failure to Conciliate

In accordance with its statutory responsibilities, the Board, by methods of conciliation, attempted to get the two parties to compose their differences and come to agreement. While the parties did, from time to time, offer concessions from previously held positions, on certain major issues, compromise sufficient to bring about agreement was not forthcoming and it became quite apparent that the Board would have to make independent recommendations covering those issues where disagreement still exists. The Board itself has been able to make unanimous recommendations on most of the issues which still separate the parties. However, in a

few instances, one or the other of the Board members nominated has taken a minority position. In each case where this is so the dissent, and where appropriate, the reasons and alternative suggestions of the Board member are recorded after the majority recommendation.

Recommendations

The Board, in its deliberations, was cognizant of the special circumstances confronting the two parties at this difficult period of their existence. It also took into account the policy of the government, as expressed in Parliament by the Minister of Transport, that the interests of the staff would not suffer by the transfer. It interpreted this policy broadly to mean that the overall circumstances of employment would be maintained even though, in certain instances, some benefits would be reduced where it was apparent that the circumstances upon which they had been formerly granted no longer prevailed especially since compensating advances have been recommended. The Board believes that the implementation of its recommendation will leave each employee better off than before, and that this is in conformity with public policy.

The items upon which the two parties were still in disagreement at the commencement of the hearings, the result of the deliberations, and the recommendation of the Board, where necessary, are set out below.

Union Security

The Union and the Company were unable to agree on three aspects of union security which were partly new and partly drawn from previous agreements. The points involved were preferential treatment for union members, the collection of union dues, and the question of leave permission for union officers. The Board recommends the following:—

1. *Preferential Treatment for Union Members*

The Board recommends inclusion of the following provisions.

The Corporation should agree to give preferential treatment to Union members as follows:

- (a) Subject to requisite ability, the Corporation shall give preference to Union members in good standing in respect of continued employment, promotion, and the hiring of new employees, the whole in accordance with the spirit and intent of this agreement.

- (b) No Union member shall be compulsorily released unless and until all non-members have been, or are being, concurrently released.
- (c) Provisions of this section do not apply after fifteen years' service.

2. *Union Dues*

The Board recommends that the Company collect and turn over to the Union the equivalent of the union dues from the following personnel.

- (a) All present members of the union;
- (b) All persons taken into employment during the course of the agreement.

The Board further recommends that any dues-paying employee will be excused further payment if he so requests, in writing to the Company and the Union, within the ten-day period previous to the termination of the agreement.

3. *Leave of Absence for Union Officers*

Leave of absence without any pay shall not be refused an employee who is an officer, representative, or delegate of the Union, when such refusal would prevent him from attending to the business of the Union, subject in every case to the exigencies of the service.

Traffic Revisors and School Instructors

The Union requested that traffic revisors be employed at Halifax and that the \$10 additional pay for this function and for school instructors be increased to \$15 per month. The Company rejected both requests.

The Board recommends that the decision regarding the employment of traffic revisors must be determined by the Company. But it recognizes the justice of the claim for increased remuneration. It therefore recommends that traffic revisors and school instructors should receive \$15 per month in addition to the regular salary.

Severance Pay

The Union requested that severance pay at the rate of two weeks' salary for each year of service shall be paid to all employees who are not covered by the Pension Schemes. It quoted in support the old Pacific Cable Board agreement.

The Company rejected this request on the grounds that it was proposing to introduce a new all-inclusive pension scheme which would replace both the current pension schemes and the severance pay arrangements for those (PCB) employees not presently covered.

The Board recognized that the former Cable Board employees have a right to expect the continuation of the scheme until something else replaces it. Since the Corporation is not yet in a position to give definite undertakings regarding the proposed pension plan the Board recommends as follows:

Severance pay for employees permanently retired by the Company otherwise than for cause, at a rate of two weeks' salary for each year of service, shall be paid to all employees who are not covered by pension schemes. When the proposed new pension plan is adopted the employee covered by this severance pay provision shall have the right to continue with severance pay or to switch to the pension plan.

(NOTE: Board Member Smith accepted this proposal on the understanding that in fact it would apply almost exclusively to long service employees.)

Annual Leave

The Union first requested that the thirty-day annual leave which had prevailed in the old Pacific Cable Board agreement be incorporated into the new agreement with the Canadian Overseas Telecommunications Corporation. The Company's counter offer was a modification in favour of the employees of the old Marconi agreement. The Company agreed to grant two weeks annual leave up to five years' service and three weeks thereafter. During the proceedings, the Union reduced its demand to the following: two weeks annual leave up to five years of service; three weeks from five to ten years of service; and four weeks thereafter. The difference separating the two parties is represented by one week vacation after ten years of service.

The Board, in resolving this problem, has taken into consideration the very powerful reasoning of both parties. On the Company side, the Board recognized that the annual one month leave with cumulative privileges was designed as a compensation for foreign service, that the Company is now a strictly Canadian concern, that it must inevitably move closer to Canadian domestic standards, and finally, that the extension of this arrangement to all the employees currently not covered would involve a very substantial expenditure.

On the employee side, it must be recognized that over forty men have accepted this as a right for twenty years or more, and that over fifty have enjoyed it for nineteen years and under. The position of the Union is quite understandable. Any agreement which reduced the length of this long established annual leave

provision runs counter to the expectations of the two kinds of the membership who have come to look upon this as a permanent feature of the conditions of work. It is asking much of the Union officers to expect them to agree to the alteration of this strongly established tradition.

The Board recommends that annual leaves be established on the following basis:

After completion of one year's service, the annual leave is to be two weeks;

After completion of five years' service, the annual leave is to be three weeks;

After completion of fifteen years' service, the annual leave is to be four weeks.

The majority recommendation is for non-cumulative leave.

(NOTE: Mr. Andras dissented from this recommendation and supports the Union request as modified during the deliberations.)

Sick Leave

The Union requested that the sick leave provisions of the old Pacific Cable Board agreement become the basis of a similar clause in the new agreement. This provided for full pay during absence because of illness or accident up to a maximum of twenty-six weeks, and half pay for an additional period of twenty-six weeks. There were other limitations provided on the amount of sick leave and certain adjustments against annual leave were provided. In addition, the Union requested that the policy, adopted by the management of Cable and Wireless Limited in the summer of 1948, of bearing the cost of medical attention incurred by members of the staff, should be written into the contract.

The Company rejected this proposal and countered by advising that a group insurance plan is to be introduced shortly and hence the Union proposal will no longer be necessary.

The Board recommends that, pending the introduction of group sickness and accident insurance plans, the present practices with regard to sick leave shall remain in effect and that these practices apply to all employees in the unit, replacing the insurance plans now covering the former Marconi Company employees.

The Board further recommends that when the new insurance plans are ready for implementation the two parties should negotiate a new agreement on this matter, it being impossible to do so at present.

Hours of Duty

The Union requested the five-day, forty-hour week, less thirty minutes meal relief

each day, meaning a thirty-seven-and-a-half-hour effective work week, Sundays not to be considered as part of the work week, standard throughout the system.

The Company offered to agree to an average working week of forty effective hours. It also agreed to recognize Sunday as not to be included as a regular working day except at Yamachiche and Drummondville, a continuation of the present practice.

The Board recognizes the desire of the Union to move into closer conformity with Canadian trends regarding the length of the work week and Sunday as a "premium" day. Nevertheless, it recognized the particular difficulty confronting the Company in administering the small staffs at Drummondville and Yamachiche, so as to avoid penalty overtime. A compromise settlement appears to be reasonable. The Board therefore recommends as follows:

1. The normal work week shall be forty effective hours (the Union accepted this modification provided Sunday is to be considered an overtime day);
2. Sunday shall not be considered a regular working day except at Yamachiche and Drummondville;
3. At Yamachiche and Drummondville, Sunday shall be placed in a special premium category providing for an extra \$1 per hour worked.

(NOTE: Mr. Smith dissented from this last recommendation and upheld the Company position regarding Yamachiche and Drummondville.)

Overtime

The parties agree to a rate of time and one-half for overtime. The Company requests that Yamachiche and Drummondville be excepted. The Union also requests that Sunday and New Year's be double time days.

The Board recommends as follows:

1. Time-and-one-half shall be paid for all overtime except at Yamachiche and Drummondville where the special premium rate for all working time mentioned in the previous recommendation shall apply;
2. Christmas and New Year's shall be paid double time rates.

Special Allowances and Existing Privileges

The major issue in dispute has been eliminated by the Corporation agreement to continue the special allowances in existence for those now eligible to receive them.

The Union request for the inclusion of a clause protecting personnel in "any existing privilege, established by custom and practice, not mentioned in this agreement" is rejected by the Company as being too vague and general and entirely unnecessary.

The Board recommends that this protective clause be not included in the agreement.

(NOTE: Mr. Andras recommended that the parties accept the principle of such a clause but rewrite it so as to reduce the Company's fears concerning its possible restricting application.)

Transfers and Travelling Expenses

The two parties have agreed to expense allowances for meals as follows: \$4 per day in hotels; \$5.40 per day on trains and boats. Agreement was also reached on the other remaining difference under this heading as follows: an employee within five years of his normal retirement age shall not be transferred against his will.

Yamachiche Housing

The Union request for housing accommodation at Yamachiche on the same basis as at Bamfield is rejected by the Company.

The Board was not convinced of the comparability of the two stations. It recommends no change in the existing arrangements.

Salary Scale

A major difference exists between the parties with regard to the method by which the two groups of employees, drawn respectively from the former private companies, are to be placed on a common salary scale. A brief explanation is necessary.

The Pacific Cable Company employees were on a salary scale which provided for annual increases up to a maximum of \$275 in twenty years. Employees in the Marconi Company reached the same maximum in fifteen years.

The Company proposes to adopt the fifteen-year scale for annual increases for all employees. It further proposes to transfer the former Cable Company employees to the nearest multiple of \$5 at or above the present salary. Thus, a man presently with four years' service and receiving \$171 per month on the Cable Company scale would be placed on the common scale with three points (three years) at \$175.

The Union proposes transfer on the point (years of service) basis. In the quoted example, the four-year service man would transfer at four points with a salary in-

creased from \$171 per month to \$185. In effect, the Company is using the salary scale and the Union is using the service scale.

The Board has considered this problem carefully. It recognizes merit in both contentions. Under the Company plan, the individual would at the worst retain his present salary with the same number of years to reach his maximum. However, he would find himself receiving a salary lower than that of some of his fellow-workers with less service than himself. On the other hand, the Union proposal would place all persons with the same length of service on the same salary basis.

The Board accepts as a responsibility the elimination, as far as reasonably possible, of any discrimination between the groups. While recognizing the force of the Company arguments that the former Cable employees will not lose by their plan and also that the amalgamation on the Company plan will involve substantial sums, it believes that there are outweighing factors on the other side.

1. The Company plan would create an anomaly in that for pay purposes some men would be on one scale on seniority while for other purposes these same men would be on another seniority scale. For the former Marconi employees one scale would prevail;
2. While the cost involved is considerable the difference between the amount involved in implementation of the Company plan and the Union plan would be relatively small;
3. The Board recognizes that the former Cable employees had certain compensating advantages, particularly with regard to annual leave, sick benefits, medical costs, and the like during their former employment. Nevertheless, in the amalgamation, both through the agreement of the parties and by the action of the Board, the former Cable Company employees, on most counts, will be faring relatively less well than the former Marconi employees. These latter, in certain respects, will be the beneficiaries of the higher standards prevailing, or derived from those, in the Cable employment. Annual leave is a case in point.

The Board therefore recommends that, as a means of establishing once and for all common standards for the two groups of employees, the salary scale be adjusted on the Union plan. Under this arrangement,

a former Cable Company employee with ten points (ten years) to his credit would transfer to the fifteen year scale with ten points (ten years) to his credit. The salary adjustment to be derived from the scale comparison.

(NOTE: Mr. Smith dissented from this recommendation and accepted the corporation scale as being the only method of transition in an admittedly difficult situation which, in view of the other recommendations of the Board, would already place an inordinate financial burden on the Corporation.)

Salary Increase

The Union requested an increase of \$25 per month for all personnel covered by the proposed agreement. The Company offered three increases of \$15, \$20 and \$25 per month depending upon the length of service. The proposal approximated a percentage increase.

The Board recommends that, inasmuch as there has been a substantial advance in the cost of living since the last general increase and since this has been borne with the greatest severity on the lower income receivers in the employ of the Company, that the Union proposal of \$25 per employee is not unreasonable and should be accepted by the Company.

Retroactivity

The Union requested that any financial awards be made retroactive to January 1, 1951. The Company requested that this date be set at April 1, 1951. The Board recognizes the strength of the Union posi-

tion particularly with regard to the long delay in establishing the new agreement. However, it also recognizes the extreme difficulties which confronted the management of the Corporation in the interval which made it difficult for the Corporation to complete negotiations. Account must also be taken of the very considerable additional financial outlay involved in the implementation of the terms of the Board's recommendations and the mutually accepted parts of the agreement.

The Board therefore recommends that financial adjustments be made back to April 1, 1951, the commencement of the contract period, overtime adjustments to be effective July 1, 1951.

(NOTE: Mr. Andras dissented from this recommendation and supports the Union request for retroactivity to January 1, 1951.)

Appreciation

Finally the Board wishes to express its appreciation of the excellent preparation of briefs, the courtesy shown by both parties to the Board and to one another and the helpful efforts by all participants during the hearings to assist in clarifying the complexities of the problem under consideration.

(Sgd.) H. D. Woods,
Chairman.

(Sgd.) PAUL S. SMITH,
Company Nominee.

(Sgd.) A. ANDRAS,
Union Nominee.

June 25, 1951.

**Annual Report of the Department of Labour
for the fiscal year 1950
Now Available
Price 25 cents**

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act, in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Manufacturing

Rubber Products

HAMILTON, ONT.—FIRESTONE TIRE AND RUBBER COMPANY OF CANADA LIMITED AND UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 113.

Agreement to be in effect from January 25, 1951, to January 25, 1952, and thereafter from year to year, subject to notice. The agreement is similar to the one previously in effect (L.G., May, 1950, p. 690) with the following addition:—

Wages: a clause has been added which provides that "should economic conditions in the tire industry in Canada have effected general wage adjustments either party shall have the right to reopen the general wage scale once prior to January 25, 1952, by giving a written notice of such intention to the other party in which event negotiation shall commence within thirty days."

Textiles and Clothing

FARNHAM, P.Q.—BARRY AND STAINES LINOLEUM (CANADA) LIMITED AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DU LINOLEUM DE FARNHAM INC. (CCCL).

Agreement to be in effect from February 21, 1951, to February 20, 1952, and thereafter from year to year, subject to notice.

Check-off: the company agrees to deduct monthly union dues from the pay of all union members who so authorize and to remit same to the union. The authorization may be revoked only during the month of January, 1952.

Hours and overtime: employees will be paid time and one-half for work in excess of 9 hours per day or 48 hours per week and for work on the regularly scheduled day of rest and double time and one-half for work on 7 specified *paid holidays*. In case of death in his immediate family an employee will be granted 3 days bereavement leave; the company will pay such employee up to (in its sole discretion) 3 days' pay (8 hours per day).

Rest periods: the company shall, where practicable, allow to all employees two 10-minute rest periods, one in the morning and one in the afternoon.

Vacations with pay: after one year's continuous service one week, after 3 years' service 2 weeks, and after 25 years continuous service 3 weeks.

Wages: the company agrees to pay all employees covered by this agreement a general increase of 4 cents per hour, effective February 21, 1951. The temporary bonus of 5 cents per hour for male employees, which commenced on October 25, 1950, will be amalgamated on March 7, 1951, into the employees' straight time hourly wages.

Night shift differential: production employees shall be paid a premium of 5 cents per hour for work on a night shift beginning on or after 5 p.m.

Seniority: plant seniority shall be given the fullest consideration in cases of lay-off and reclassification provided the employees concerned are equally qualified.

Provision is made for *grievance procedure*.

Metal Products

MONTREAL, P.Q.—CANADIAN VICKERS LIMITED AND CERTAIN CRAFT UNIONS AFFILIATED WITH THE AMERICAN FEDERATION OF LABOUR.

Agreement to be in effect from September 15, 1950, to September 14, 1951, and thereafter from year to year, subject to 30 days' notice.

Union security: all employees who at the date of this agreement are, or who subsequently become members of a union shall, as a condition of employment, remain members of their respective unions in good standing for the duration of the agreement. However, should any employee desire to withdraw from membership in his union, he may do so by giving notice to the company and the union during the 15-day period following the signing of the agreement.

Hours: 9 per day Monday through Friday, a 45-hour week; where the working force is placed on three 8-hour shifts a 20-minute lunch period with pay will be allowed and the starting and stopping times will be mutually agreed upon to suit conditions.

Overtime: time and one-half for work in excess of regular working hours and for work on Saturdays, double time for work on Sundays and on 7 specified holidays, 3 of which are *paid holidays*.

Vacations with pay shall be in accordance with Ordinance No. 3 of the Minimum Wage Commission as revised (one week with pay for employees with one year's service). After 2 years of continuous service employees shall receive an extra day's pay, after 3 years 2 extra days' pay and after

A provision that hourly rated employees who have worked 5 continuous years for the company will receive a higher wage increase than other hourly rated employees is part of the agreement between Canadian Vickers Limited and certain craft unions affiliated with the American Federation of Labour, summarized below.

4 years 3 extra days' pay; after 5 years' continuous service employees are to receive an additional week's vacation with pay.

Hourly wage rates for certain classes: *marine department*—coppersmiths \$1.20 to \$1.35, loftsmen \$1.05 to \$1.40; blacksmiths, electricians, joiners, caulkers, shipwrights, platers, riveters, pipefitter-plumbers \$1.05 to \$1.15; chippers, rigger (ship and dock) 95 cents to \$1.03; welders 95 cents to \$1.15, burners 93 cents to \$1.03, heaters 91 to 98 cents, labourers 70 cents; *boiler shop*—boilermakers \$1.13 to \$1.21, burners 98 cents to \$1.05; *machine shop*—machinists \$1.05 to \$1.27, millwrights \$1.07 to \$1.17, welders 92 cents to \$1.21, toolmakers \$1.11 to \$1.21, engine fitters 95 cents to \$1.17. The above rates are, in most cases, 3 cents per hour higher than the previous rates. Hourly rated employees on the company's payroll on September 26, 1950, who were on the payroll on September 15, 1945, and who have worked 5 continuous years will receive an additional 5 cents per hour; all other hourly rated employees will receive an additional 3 cents per hour, effective September 15, 1950.

Cost-of-living bonus: in the event that the cost-of-living index increases 5 points or more prior to March 1, 1951, over the index of September 1, 1950, a cost-of-living bonus of 25 cents per week will be given for each full point of such increase from March 15, 1951, to September 15, 1951.

Off-shift differential and dirty work allowance: men working on regular night shift will be paid at the rate of time and one-eighth. Men working spasmodically on the night shift of 9 hours, repairing ships on the dock, will be paid at the rate of time and one-quarter. Dirty work will be compensated by an additional 10 cents per hour above the regular rates.

Seniority shall be by the divisions of the company and by trade classifications within the divisions. Shop stewards will be granted preferred seniority, providing they have had at least one year's service with the company.

Provision is made for *grievance procedure* and an *apprenticeship plan*.

OSHAWA, ONT.—ONTARIO MALLEABLE IRON COMPANY LIMITED and UNITED STEELWORKERS OF AMERICA, LOCAL 1817.

Agreement to be in effect from April 2, 1951, to April 30, 1952. Notice of termination or of proposed revision or addition thereto shall be given before March 31, 1952, and negotiations shall take place not later than within the first 10 days of April, 1952. Any provision not so terminated or proposed to be revised is to remain in force pending such negotiations.

Cheek-off: the company shall deduct from the pay of all employees eligible to be members of the union, dues of not more than \$2 per month and one special assessment not to exceed \$2 per year and remit same to the union.

Hours: for day shift—8 per day Monday through Friday, a 40-hour week; for night shift—"as now agreed and prevailing". **Overtime:** time and one-half for all work performed during other than regular hours and for work on Saturdays and Sundays; double time and one-half for work on 8 specified paid holidays.

Vacations with pay: after 60 days' employment one week with pay equal to

2 per cent of annual gross earnings, after 3 years' employment 2 weeks with pay equal to 4 per cent of annual gross earnings.

Hourly wage rates for certain classes: patternmakers \$1.39 to \$1.64, toolmakers \$1.43 to \$1.70, core box maker \$1.49, pattern moulder \$1.40 to \$1.60, millwrights and machinists \$1.44 to \$1.47, tractor crane operator \$1.46 to \$1.56, mechanical maintenance \$1.24 to \$1.30, building maintenance \$1.16 to \$1.30, electrical maintenance \$1.30 to \$1.44, moulding (day work) \$1.28 to \$1.44, coremaking (day work) \$1.28; break-off, melting, chipping and inspection (day work) \$1.20; shipping department \$1.18, general labour \$1.15; assembly department, sorting and soft iron cleaning, sprinkler department, straightening and shearing \$1.10; patternmaking apprentices shall start at 85 cents with increases of 5 cents per hour every 6 months. All piecework prices for moulders and coremakers shall be based upon a minimum basis of 90 cents per hour plus 29 cents per hour day work allowance. If the cost of living rises during the first 6 months of the agreement to a point where hardship is created for the employees, the company will review the wage rate structure November 1, 1951.

Night shift differential: 5 cents per hour extra shall be paid to all employees performing night work.

Seniority: other things being equal, seniority shall operate on a departmental basis. Members of the negotiating and/or grievance committee will retain top seniority in their departments during their term of office. When it becomes necessary to reduce the working force for a period not exceeding 4 weeks the working week shall be reduced to 32 hours before any employees are laid off. If the period exceeds 4 weeks temporary employees shall be laid off first, then the working week reduced to 32 hours and thereafter lay-offs shall take place according to seniority. In the case of re-employment after a lay-off all employees with seniority will be returned to work, as far as is reasonably possible, before the work week is increased to more than 32 hours. Temporary employees shall not be returned to work until the work week has been increased to 40 hours.

Welfare plan: the company will continue to pay \$3.40 maximum per month per employee toward the cost of the established group insurance plan.

Provision is made for *grievance procedure*.

Construction

SAINT JOHN, N.B.—SAINT JOHN BUILDERS EXCHANGE AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1386.

Agreement to be in effect from the first payroll period starting after May 14, 1951, to April 30, 1952, and thereafter from year to year, subject to 2 months' notice. The agreement is similar to the one previously in effect (L.G., Aug., 1950, p. 1182) with the following changes:—

Hours of work are reduced from 44 to 40 per week; the regular hours now are 8 per day, Monday through Friday.

Wage rate for journeymen is increased from \$1.10 to \$1.21 per hour, with the same cost-of-living bonus as was provided in the previous agreement.

TORONTO, ONT.—CERTAIN TILE, MARBLE, TERRAZZO AND MOZAIC COMPANIES AND THE BRICKLAYERS, MASONS AND PLASTERERS INTERNATIONAL UNION OF AMERICA, LOCAL 31 (MARBLE MASONS, TILE SETTERS AND TERRAZZO WORKERS).

Agreement to be in effect from May 1, 1951, to April 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: the employers agree to employ for the trades covered by the agreement only union members in good standing. Should the union be unable to provide the necessary men, the employers are free to obtain them wherever available. Such men, if satisfactory, shall be paid the regular rates of pay; the union shall issue them temporary working permits for a period not to exceed 3 months.

Hours: 8 per day, between 8 a.m. and 4.30 p.m., Monday through Friday, a 40-hour week. **Overtime:** time and one-half up to 8 p.m. double time thereafter and for work on Saturdays, Sundays and on 8 specified holidays. Where it is impossible to work between 8 a.m. and 4.30 p.m. night work up to 8 hours shall be paid at the rate of 10 hours' pay for 8 hours' work. Where 2 or 3 shifts are worked they shall be granted 8 hours' pay for 7 hours' work. No employee will be permitted to work on more than one shift in 24 hours unless overtime rates are paid.

Vacation pay shall be 4 per cent of wages.

Hourly wage rates: terrazzo workers, tile setters \$1.90; marble setters \$2.10; apprentices, starting wage \$1 with 5 cents addition quarterly, after 4 years journeyman's rate of pay.

Escalator clause: in the event that the cost-of-living index, as determined by the Dominion Bureau of Statistics, rises above 180 during the lifetime of the agreement, the above rates will be increased by 5 cents per hour for each 5 points which the index exceeds 180 and if the index falls the rates "shall be reduced at the same rate, but in no case shall rates fall below the present index of 180. Adjustments shall be made at each 5 point change."

Out-of-town work: union members on out-of-town jobs shall be paid a room and board allowance of \$28 (maximum) for the first week and from \$20 to \$25 per week thereafter, an amount equal to railway transportation, and travelling time up to 8 hours in each 24, where travelling must be done in the day. On jobs outside the city's single fare area workmen shall report at the limit of such area at 8 a.m. and quit work in time to allow them to return to the same point at 4.30 p.m., the employer to pay the cost of transportation to and from such point.

Provision is made for the training of apprentices and the settling of disputes.

Trade

OTTAWA, ONT.—THE PRODUCERS DAIRY LIMITED AND THE OTTAWA AND DISTRICT DAIRY WORKERS' UNION (CCL).

Agreement to be in effect from April 1, 1951, to March 31, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: new employees must join the union within 30 days of their employment and all present employees who are now or who may later become members of

the union shall remain members in good standing during the life of the agreement as a condition of employment.

Check-off: the company will deduct from the pay of each employee, who so authorizes, all union initiation fees, dues and assessments and remit same to the union.

Hours and overtime: employees shall be paid time and one-half for all work in excess of 48 hours in any one week and double time for work on 4 paid holidays (previous agreement provided for 2 paid holidays). Sunday work shall be rotated as far as possible and the company will, so far as is practicable, distribute overtime equitably among all employees.

Vacations with pay: after one year's service one week, after 2 years' service 2 weeks.

Hourly wage rates for certain classes: mechanics \$1.06 to \$1.16; blacksmith (horse-shoer), carpenter \$1.13; milk grader 96 cents to \$1.01; milk pasteurizer, freezer operator \$1.01; utility men 91 cents to \$1.01; truck drivers 91 to 94 cents, helpers 86 to 91 cents; ice cream mix operator, shipper 96 cents; bottle washer operator, equipment washer 94 cents; bottle filler operator, male 94 cents, female 85 cents; milk storage, milk receiving and dumping 91 to 94 cents; bottle receiving and sorting, dumping returns, canning wholesale milk 91 cents; general labour 86 to 91 cents. Employees who have not completed 6 months' service will be paid 5 cents less per hour than the above rates. The present rates represent an increase of 10 cents per hour over the previous rates.

Seniority shall be based on the length of continuous service of employees in their respective departments. It shall be recognized in filling vacancies or new positions and shall prevail in matters of staff reduction and re-employment, subject always to merit and ability.

The company agrees to supply overalls and smocks and to launder same (except those employed in the stable) and also to supply rubber boots where necessary.

Provision is made for the adjustment of grievances.

Service

Public Administration

KITCHENER, ONT.—THE CORPORATION OF THE CITY OF KITCHENER AND CIVIC EMPLOYEES' FEDERAL UNION No. 68.

Agreement to be in effect from March 1, 1951, to February 29, 1952, and thereafter from year to year, subject to notice.

Check-off: union dues shall be deducted in conformity with the "Rand Formula".

Hours and overtime: hourly paid men shall be paid time and one-half for work in excess of 44 hours per week (with the exception of firemen at the CWAC camp where the 48-hour week applies) and for not more than one hour in any day for work done prior to 7 a.m., double time for work on Sundays and on 10 specified paid holidays. Sewerage disposal employees and CWAC employees working 48 hours per week shall receive an additional day with pay added to their holiday period for each regular holiday worked, with the understanding that no additional help is to be

provided to absorb extra work. Weekly paid men shall be paid straight time for work in excess of 48 hours per week.

Rest periods: all employees shall be granted two 10-minute rest periods each day and shall be allowed 10 minutes at starting and quitting time for changing clothes and cleaning up (a new provision).

Vacations with pay: after one year's service 2 weeks, after 20 years' service 3 weeks; seasonal employees will be paid 2 per cent of earnings.

Wage rates for certain classes: weekly—sweeper operator, flusher operator \$60; snow loader operator, snow plough operator \$56.70; truck driver (special) \$54.50; garbage drivers, pick-up men, etc., \$48 and \$49; sewer plant operators \$50.16 to \$59.76; mower repairmen \$48.20; hourly—bulldozer operator, grader operator \$1.37; oil distributor and compressor operators \$1.17; special truck driver and repairman \$1.22, other truck drivers \$1.12 to \$1.17; roller operator \$1.12; mechanic, stationary engineer, welder \$1.42; carpenters \$1.22; garage mechanic \$1.32; assistant \$1.27; painters \$1.20; pipelayer \$1.07 and \$1.09½; gardeners \$1.05; labourers, janitors \$1.02. The above hourly rates are, in most cases, 12 cents higher than the previous rates.

Seniority shall be on a departmental basis in cases of promotions and lay-offs. When engaging new employees preference shall be given to taxpayers and veterans; the new employees shall be Canadian citizens.

Welfare plan: each employee shall receive sick leave and pension as set forth in city by-laws. The Corporation agrees to pay the rate not exceeding \$70.80 annually for each married employee and \$20.76 for each single employee for a hospitalization, surgical and medical insurance plan for each permanent employee and his spouse and unmarried children over 14 days of age and less than 22 years of age.

Provision is made for **grievance procedure** and the supplying of overalls, shoes, etc., to employees of certain departments.

CALGARY, ALTA.—THE CORPORATION OF THE CITY OF CALGARY AND THE CALGARY FEDERATION OF CIVIC EMPLOYEES AND ITS AFFILIATED UNIONS.

Agreements to be in effect from January 1, 1951, to December 31, 1951, and thereafter from year to year, subject to 2 months' notice.

General Preamble

The general preamble shall be considered a supplement to the individual agreements of those unions affiliated with the Federation as at January 1, 1951. When a specific clause in any agreement differs from a similar clause in this preamble, the clause in the agreement shall govern the action of that particular local.

Check-off: the city agrees to the monthly check-off of union dues under the "Rand Formula."

Hours: 8 per day, 40 per week, except in cases of double, running or revolving shifts or when otherwise mentioned in the individual agreements. **Overtime:** time and one-half for the first 4 hours, double time thereafter and for work on Sundays and on holidays, for calls after 10 p.m. or emergency work. Where monthly men receive overtime,

it shall be calculated on the proportional rate, computed on a basis of 22 working days per month.

Holidays: 8 specified holidays and all general holidays proclaimed by the city, the Province of Alberta and/or the Dominion of Canada shall be *paid holidays*, provided they occur during regular work periods. In addition one-half day shall be set aside for the annual picnic upon request of the Federation. Should a holiday fall upon a workman's day off, he shall receive a day's pay.

Vacations with pay: after one year's service 2 weeks and after 10 years' service 3 weeks.

Sickness and accidents: all permanent employees shall be covered by sickness and accident pay, except where affected by the Workmen's Compensation Act, under the benefits as provided in the Commissioners' Report of August 19, 1922, adopted by the city council August 21, 1922, as amended. Each employee shall contribute 75 cents per month towards the fund for the payment of such benefits, the city to contribute the balance needed. If a permanent employee is unable to work as a result of an occupational accident, the city will pay him the difference between his regular pay and the amount received under the Workmen's Compensation Act, but reserves the right to terminate such benefit at any time.

Seniority and efficiency are to be considered both in promotions and reductions. Vacancies shall be filled from the permanent staff of the department; however, if the city commissioners deem it advisable employees of other departments may be given an opportunity of applying for the position.

Provision is made for **grievance procedure**.

Agreement with the City Hall Staff Association, Local 38 (TLC)

Hours: 7½ per day Monday through Friday, a 36¼-hour week.

Monthly salary rates for certain classes: assessor's department—appraisers \$232.62, assistant appraisers \$238, business tax clerk \$245.82; property roll clerk, cash book clerk, general clerks \$213.98; comptroller's department—chief accountant \$265.82, chief clerk (payroll section) \$260.82, accounts payable clerk \$233.18, time clerk \$223.18, secretary-stenographer \$204.80; electric light and waterwork collections—assistant office manager \$295.82, new business man \$245.82, senior ledgerkeeper \$235.82, chief clerk \$255.82, chief cashier \$227.77, assistant cashiers \$216.74, records clerk \$218.58, meter checker \$207.55, collector \$204.79, meter readers \$202.96; all departments—junior clerks \$136.82 to \$195.60; stenographers, junior \$136.82 to \$163.44, senior \$195.60.

Employees in certain specified classifications shall receive suitable uniforms or other clothing, shoes, gloves, etc. at the discretion of the city commissioner.

Agreement with the Calgary Civic Employees Association, Local 37 (TLC)

Hours: in the case of revolving shifts the hours shall be on a 40-hour week basis.

Vacations with pay: employees on revolving shifts shall receive 2 weeks annually until a period of 10 years' service has been reached, thereafter 3 weeks.

Hourly wage rates for certain classifications: parks department—gardeners, mechanic \$1.15½, tractor operator \$1.20½, sub-foreman \$1.13½, grave diggers, motor mower operators \$1.08½, labourers \$1.05½; public works department—gas shovel operators, tractor mechanic \$1.48½; motor broom operators, tractor men \$1.38½; grader, sub-foreman \$1.13½; waterworks department—hydrant repairman \$1.14½, meter men \$1.18½, helpers \$1.13½; digger operator, bulldozer operator \$1.38½; air hammer operator, compressor operator \$1.20½, diggers \$1.08½.

A night shift differential of 5 cents per hour will be granted to men working on straight 8-hour shifts commencing and ending between the hours of 11 p.m. and 8 a.m.

Provision is made for the allotment of rubber boots and slickers to men working in wet ditches or in wet weather.

Agreement with the Calgary Civic Employees Association, Local 37, re Truck Drivers and Truck Helpers

Monthly wage rates: truck drivers \$197.82, truck helpers \$190.82. When employees are laid off on account of inclement weather there shall be no reduction of pay for such loss of time.

Overalls, gloves and mitts, as required, shall be supplied to garbage truck drivers and helpers and street sweepers; garbage trucks will be equipped with heaters and frost shields.

Agreement with the City Health Department Employees' Association, Local 182 (TLC)

Vacations with pay: one month will be granted to all doctors, nurses and dental assistants after one year's service.

Annual salary rate: nurses \$2,409.84 to \$2,829.84, chief inspector \$3,429.84 (maximum); inspectors, with certificate \$2,529.84 to \$2,889.84, without certificate \$2,349.84 (minimum); dental assistants, senior \$1,956 (maximum) junior \$1,689.84 to \$1,869.84; secretary \$2,529.84 to \$3,069.84; departmental stenographers (experienced) \$1,929.84 to \$2,109.84.

Agreement with the International Association of Fire Fighters, Local 255

Hours: the fire department shall be operated according to the conditions as outlined in the two provincial acts "The Fire Department Hours of Labour Act" and "The Fire Department Platoons Act" or their amendments. While the department operates under the 3 platoon system, the working hours shall be so arranged as to ensure an 8-hour day for all active firemen, keeping in mind the variance in hours which may be necessary for the change of shifts. **Overtime:** when any employee is called in for duty when on the off shift, "time equal to time and one-half, payable at the end of the year, in lieu of same shall be given between the hours of 6 p.m. and 8 a.m. and straight time between the hours of 8 a.m. and 6 p.m. Special Duties shall be charged and paid for at the rate of one and one-half times the regular salary." After one year's continuous service employees shall receive an extra day's pay if called upon to work on any public holiday, other than 8 specified statutory holidays, or if their regular day off falls on any such day; after 10 years' service they shall receive an extra

day's pay if called upon to work on any public holiday, or if their regular day off falls on any such holiday.

Vacations with pay: after one year's continuous service not less than 3 weeks.

Monthly wage rates: assistant deputy chiefs \$305, battalion chiefs \$290, station captains, chief drill instructor \$275; motor mechanic, chief \$275, assistant \$245; lieutenants, first aid instructors \$260; plumber, carpenter \$240; linemen \$212.30 to \$240; utility man \$235; chauffeurs and firemen \$187.30 to \$230; fire alarm operators \$201.20 and \$211.20. In addition to above rates, chauffeurs and firemen shall be paid an extra \$5 per month after 10 years' continuous service and an extra \$10 per month after 20 years' continuous service.

Cost-of-living bonus: the above rates shall be subject to review each 3 months on the basis of the Dominion Bureau of Statistics' cost-of-living index based on the figure for January 1, 1951; for each 2 point rise in the index an adjustment of 25 cents per point per week will be made.

Sickness and accident: all permanent employees shall be covered by sickness and accident pay as outlined in the preamble. In the case of employees engaged in the occupation of fireman the city will pay the full premium. Full time and full pay will be allowed for all cases of sickness resulting directly from the occupation of a fireman.

Members of the department, when on duty in uniform, will be granted free transportation over the transit system.

Provision is made for supplying clothing and equipment to members of the department.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the correction of another, and the amendment of 13 others. In addition to those summarized below, they include: the correction of the agreement for the dress manufacturing industry in the province and the amend-

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

ment of the agreement for barbers and hairdressers at St. Hyacinthe gazetted May 26, and the amendment of the agreements for barbers and hairdressers at Chicoutimi and at Hull in the issue of June 9.

Requests for amendments to the agreements for garages and service stations at Montreal and for barbers and hairdressers at Three Rivers were gazetted May 26; for the retail fur industry at Montreal, for hardware and paint stores at Quebec and a request for a new agreement for the men's and boys' shirt manufacturing industry in the province in the issue of June 2. Requests for the amendment of the agreements for the sheet metal fabricating industry and for ornamental iron and bronze workers at Montreal, for the building trades at Three Rivers and for barbers and hairdressers at Joliette were published June 9. Requests for the amendment of the agreements for longshoremen (ocean navigation), shipliners (ocean navigation) and checkers and coopers (ocean navigation) at Montreal, for the corrugated paper box industry in the province and for printing trades at Chicoutimi were gazetted June 16.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties to certain agreements.

Manufacturing

Fur and Leather Products

TANNERY EMPLOYEES, PROVINCE OF QUEBEC.

An Order in Council, dated May 15, and gazetted May 26, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48, Aug., p. 1174; April, 1948, p. 331, Aug., p. 871; Feb., 1950, p. 208, and previous issues). Other amendments to this agreement were published in the *Quebec Official Gazette* issues of October 1, 1949; February 10, and March 24, 1951. The names of 3 firms are deleted from the list of contracting parties of the second part. This amendment to be in effect as from April 10, 1951.

Hours: weekly hours for those employees of category III—female employees, and category IV—wage-earners including truck drivers and carters but excluding stationary enginemen, maintenance men (millwrights) and watchmen, are reduced from 55 to 53 hours per week.

Minimum hourly wage rates for employees working on an hourly basis and for those employees working on a piece-work basis are increased by 8 cents per hour for all classes in the 3 zones. Furthermore, the piece-work rates in effect on March 8, 1951, are increased by 8 per cent.

Metal Products

ORNAMENTAL IRON AND BRONZE WORKERS, MONTREAL, THREE RIVERS AND SHEBROOKE DISTRICTS.

An Order in Council, dated May 15, and gazetted May 26, amends the previous Orders in Council for this industry (L.G., Feb., 1951, p. 233, June, p. 827).

Minimum hourly wage rates in zone I (Montreal District): in accordance with a cost-of-living wage adjustment previously provided for (L.G., Feb., 1951, p. 233) minimum hourly rates are increased by 3 cents per hour (index 180.6 at February 1, 1951, for the city of Montreal) and are now as follows: mechanics, erectors \$1.28; fitters, blacksmiths \$1.15; helpers (shop or field) \$1.03. The above rates shall be reduced on a percentage basis whenever the cost-of-living index shall have receded 5 points.

GARAGES AND SERVICE STATIONS, QUEBEC.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Orders in Council for this industry (L.G., May, 1947, p. 690; June, 1948, p. 620; Nov., 1949, p. 1420, and previous issues). Another amendment revising certain classifications in the wage schedule of this agreement was published in the *Quebec Official Gazette* issue of February 4, 1950, page 472.

Minimum hourly wage rates (industrial establishments) in zone I: journeyman mechanic, fitter, machinist, electrician, body worker, wheelwright, blacksmith, welder, painter and upholsterer class "A" \$1.15, class "B" \$1, class "C" 95 cents and class "D" 90 cents per hour; storage battery man, vulcanizer or retreader 92 cents per hour, glazier and greaser 90 cents per hour; apprentices of the above trades from 40 cents per hour in first year to 70 cents in the fourth year. (The above rates are from 5 to 10 cents per hour higher than those formerly in effect.) Delivery man 65 cents per hour is an added classification. Minimum rates for employees of commercial establishments are increased by 5 to 10 cents per hour and are as follows: service man 75 cents per hour, apprentice first year 45 cents per hour, second year 55 cents. Automobile washers in either industrial or commercial establishments shall be paid a minimum rate of 65 cents per hour and shall do no other work. Minimum rates of male employees not established by this agreement shall be 30 cents per hour in the first 6 months, thereafter 40 cents per hour instead of 25 cents and 32 cents per hour as formerly. The provision governing the establishment of a rate 5 cents per hour less than the above rates in establishments which confine their services exclusively to their own needs is deleted. In zone I only, every regular employee who reports to work is entitled to a minimum guarantee of 2 hours' work per half day or to 2 hours' pay at his regular rate if no work is available; this does not apply to Saturday afternoon. Employees paid on an hourly basis shall be given a week's notice before dismissal.

Vacation: in addition to 7 days of vacation with pay (including at least 6 working days) after one year of continuous service with the same employer (as formerly in effect) this amendment provides for an

additional 7 days of vacation with pay after 10 years of service. Upon severance of employment for any reason before April 1 of any year, employees are entitled to a vacation pay equal to 2 per cent of the total wages earned by them from the preceding April 1 to date of severance, if they have less than 10 years of service, and to 4 per cent if they have more than 10 years of continuous service for the same employer.

The municipal garage of Quebec is not governed by the jurisdiction of this agreement so long as it is regulated by a collective agreement under the Labour Relations Act.

GARAGES AND SERVICE STATIONS, RIMOUSKI.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Order in Council for this industry (L.G., Jan., 1950, p. 78). This amendment to be in effect from April 13, 1951.

Minimum hourly wage rates are 5 cents per hour higher for all classes of employees with the exception of class "C" mechanics, fitters, machinists, electricians, bodymen, welders, painters, upholsterers, glaziers and vulcanizers whose rates are increased from 65 to 75 cents per hour. The classification wheelwright is deleted from the wage schedule; in addition, the following provision is deleted: urgent work commenced before 6 p.m. which must not be interrupted, may be performed at the regular rate until 7 p.m.

Cost-of-living escalator clause: a readjustment of 6/10 of one cent, either upward or downward, shall be made for each variation of one point in the cost-of-living index (base 170.7-point mark November 1, 1950). Readjustment shall be made January 15, April 15, July 15 and October 15 and shall be based on the Federal cost-of-living index published before the 15th of the months mentioned above in respect of the index figures upon which was based the last readjustment.

Construction

BUILDING TRADES, COUNTIES OF DRUMMOND, ARTHABASKA AND NICOLET.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 872; May, 1949, p. 605; July, 1950, p. 1053; Nov., p. 1904; July, 1951, p. 977).

Industrial jurisdiction: this agreement governs the construction, installation, re-building, repair, maintenance, demolition, permanent extensions and moving of buildings, roads, aqueducts, sewers, canals, tunnels, trestles, bridges, culverts, sustaining walls, dams, barrages, wells, levelling and earthwork, electrical installations and transmission lines, form preparation and laying of concrete for pillars only, heating and plumbing systems, digging operations, foundations and excavations. As previously in effect there is no change in the application of this agreement as it governs pipe repairs, stationary or portable pipe installations but does not apply to maintenance men of steam railroad companies who are already covered by a collective agreement, nor to road operations governed by the Fair Wage Schedule of the Provincial Government nor to municipal employees. It does not apply

to boiler firemen in so far as construction or repair operations on a building are concerned.

Hours remain unchanged at 48 per week.

Minimum hourly wage rates: in most cases the minimum rates are from 5 to 10 cents per hour higher than those previously in effect in zones I and II and the new rates for certain classifications are as follows:—bricklayer, mason, plasterer \$1.30 in zone I, \$1.25 in zone II; carpenter-joiner \$1.10 in zone I, \$1.05 in zone II; mason (foundation rough masonry), painter (work outside a building more than 45 feet high), block layer \$1.20 in zone I, \$1.15 in zone II; electrician, roofer, tinsmith or sheet metal worker, plumber, steamfitter, welder and pipe mechanic, painter (spray) \$1.05 in zone I, \$1 in zone II; painter, paper hanger, engineman steam (stationary or portable) crane and mixer \$1 in zone I, 95 cents in zone II; blacksmith 95 cents in zone I; 90 cents (unchanged) in zone II; junior journeyman, first year (plumber, etc.), ornamental iron setter, shovel fireman 90 cents in zone I, 85 cents in zone II. Minimum rates for certain other classification are unchanged as follows:—tractor and compressor operators 90 cents in zone I, 85 cents in zone II; truck driver, common worker 80 cents in zone I, 75 cents in zone II; shovel operator (48-hour week) \$55.20 per week in zone I, \$50.20 in zone II. Rates for apprentices to the trades are 5 cents per hour higher in zone I; in zone II apprentices benefit by an increase of 2½ cents per hour with the exception of apprentice bricklayers, masons, plasterers, tile layers and block layers whose rates are 5 cents per hour higher. The classification floor polisher 90 cents in zone I, 85 cents in zone II is added to the wage schedule.

BUILDING TRADES, MONTREAL.

An Order in Council, dated May 15, and gazetted May 26, extends the term of the previous Orders in Council for this industry (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904, Dec., p. 2067; Feb., 1951, p. 233, June, p. 829) to July 1, 1951.

Another Order in Council, dated May 15 and gazetted May 26, also amends the previous Orders in Council for this industry.

Plumbers—Part "A"

Minimum hourly wage rates for journeymen in plumbing, heating and pipe work and pipe welders are increased by 12 cents per hour from \$1.58 to \$1.70 per hour; junior mechanics by 6 cents per hour from \$1.14 to \$1.20 per hour; apprentices' rates from 69 cents per hour in first year to 91 cents per hour in fourth year (an increase of 5 cents per hour). Rates for master plumber and master heating contractor working as an employee are unchanged at \$2 per hour or \$75 per week.

Cost-of-living escalator clause: any variation in the cost-of-living index for the city of Montreal, of 5 full points (index 180.6 points as published in the LABOUR GAZETTE), either upward or downward, shall be the basis for a supplementary increase or decrease of 3½ cents per hour.

Provision is made for board and transportation.

Another Order in Council, dated June 7, and gazetted June 9, makes obligatory the terms of a new agreement between the Builders Exchange Inc. of Montreal, The

Master Plumbers' Association of Montreal and Vicinity, "La Section des Entrepreneurs en Plomberie et Chauffage" of the Retail Merchants Association of Canada, Inc. and The Building and Construction Trades Council of Montreal and Vicinity, Le Conseil des Syndicats des Métiers de la Construction de Montréal, The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, and L'Association des Plombiers Soudeurs et Poseurs d'Appareils de Chauffage des Syndicats nationaux de Montréal, Inc. This agreement repeals the one previously in effect, and its amendments, and will be in force from June 9, 1951, until April 1, 1952.

The terms of this agreement are similar to those previously in effect (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904, Dec., p. 2067; Feb., 1951, p. 233) with the exception of the following:—

Industrial jurisdiction: road operations on behalf of any department of the Provincial Government which are already governed by Fair Wage Schedule, Order in Council No. 800 of April 24, 1949, as amended, are not governed by this agreement.

Minimum wage rates to be in effect until August 1, 1951: minimum hourly rates in most cases now include an increase of 12 cents per hour to offset the increase in the cost of living as determined by the Dominion Bureau of Statistics, being 20 points calculating from the month of February, 1950 (16.4 points to February 1, 1951, and an additional 3.7 points to March 1, 1951). Weekly rates for certain classifications as shovel operators (power), material checkers and timekeepers, watchmen and yardmen are increased by \$5 per week in pursuance of the above change in the cost of living. **Minimum wage rates** shall be further increased by 3 cents per hour from August 1, 1951, in view of anticipated increases in the cost of living. The minimum wage rates for certain classes of tradesmen not included in the general table of rates for this industry such as **elevator construction** workers in the Montreal, Hull and Quebec regions, **asbestos insulation** workers on pipe installations, and **plumbers, steamfitters, etc.** (see minimum rates shown above) as well as **permanent employees** (maintenance workers on plumbing, heating, etc), are similar to those shown in the previous agreement, as amended.

Special provisions governing the structural iron industry, steam generation mechanics and construction boilermakers are deleted, but these occupations are included in the wage schedule and are governed by the general provisions of the agreement.

Notwithstanding the effective dates of this agreement the contracting parties to the collective labour agreements constituting the special and complementary provisions contained in part "A"—plumbers, steamfitters, pipe welders, pipe mechanics, including apprentices, part "B"—asbestos insulation mechanics (pipe installations), part "C"—marble, tile and terrazzo workers continue to have the privilege of submitting a request for amendment of the provisions of said parts or a new agreement, if they deem it advisable.

BUILDING TRADES, QUEBEC.

An Order in Council, dated May 30, and gazetted June 9, amends the previous

Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115, Oct., p. 1247; July, 1950, p. 1052, Sept., p. 1679; July, 1951, p. 977).

Special provisions concerning the victims of the conflagrations in the town of Rimouski and the municipality of Cabano. **Hours and overtime:** the provision governing unlimited daily working hours, without overtime compensation, is suspended until May 1, 1952, and overtime rates shall apply only after the tenth hour worked in a day.

BUILDING TRADES, SHERBROOKE.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1661; Dec., 1948, p. 1421; Feb., 1949, p. 178; Feb., 1950, p. 209, Nov., p. 1905; June, 1951, p. 829). "La Corporation des Entrepreneurs en Plomberie et Chauffage de la Province de Québec, section de Sherbrooke et des Cantons de l'Est" is substituted for "L'Association nationale des Maîtres Plombiers et Entrepreneurs en Chauffage du Canada, section de Sherbrooke et des Cantons de l'Est" as contracting party of the first part. This amendment to be in force from May 1, 1951.

Industrial jurisdiction is extended to include all operations carried out by tinsmiths, roofers, sheet metal workers; it also includes the installation of oil burners and stokers.

Hours: 48 per week in the city of Sherbrooke as previously in effect.

Minimum hourly wage rates for certain classifications in the city of Sherbrooke and within a radius of 5 miles from its limits (corrected from 2 miles): pipe mechanic and steamfitter—contractor (personal services) \$2 per hour; journeyman, pipe welder \$1.25; junior journeyman \$1 in the first year; tinsmith, sheet metal worker and roofer \$1.25. (The above rates are 15 cents per hour higher than those formerly in effect with the exception of that rate for contractor (personal services) which is 35 cents per hour higher.) Minimum rates for apprentices in the third year are increased from 65 cents to 70 cents and in the fourth year from 70 cents to 75 cents per hour, rates for first and second years unchanged.

Vacation: a check-off of 2 per cent shall be made on the wages of pipe mechanics, steamfitters, pipe welders, tinsmiths or sheet metal workers and roofers by the employers, which shall be given back in stamps in the vacation booklet further to the vacation provisions previously in effect (L.G., June, 1951, p. 829).

Trade

DAIRY EMPLOYEES, QUEBEC AND LÉVIS.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Orders in Council for this industry (L.G., July, 1949, p. 877; Aug., 1950, p. 1185).

Hours are 60 per week on delivery and 52 for other employees (a reduction of 2 hours per week).

Cost-of-living bonus: minimum weekly wage rates under the present agreement and under any individual or collective labour agreement in force on March 1, 1951, for all classifications, with the exception of employees of unpasteurized milk dealers and occasional employees, are increased by \$4

per week and this cost-of-living bonus is incorporated into the wages for the purposes of computing the vacation with pay.

Minimum wage rates for occasional employees are increased from 71½ cents per

hour to 75 cents per hour; the minimum for delivery man and helper, employed by unpasteurized milk dealers is \$25.30 and \$17.80 per week respectively (an increase of \$5.30 per week).

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in New Brunswick and Ontario

Recent proceedings under the Industrial Standards Acts, etc.* include: a new schedule for the barbering industry in the Fort William-Port Arthur zone published in *The Ontario Gazette* of June 9. Other Orders in Council making schedules binding are summarized below.

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations.

Summaries of these Acts and amendments have been published in the *LABOUR GAZETTE*, as follows: Nova Scotia—Industrial Standards Act, in issues of July, 1936, p. 604, August 1937, p. 861, July 1939, page 671, August 1946, p. 1102, July 1948, p. 749; New Brunswick—Industrial Standards Act in issues of October, 1939, p. 996, August, 1941, p. 956, December, 1944, p. 1551, December, 1948, p. 1434; Ontario—Industrial Standards Act, in issues of June, 1935, p. 534, May, 1936, p. 410, May, 1937, p. 505, May, 1938, p. 501, June, 1939, p. 574, August, 1948, p. 890, August, 1949, p. 999; Manitoba—Fair Wages Act, Part II, in the issues of May, 1938, p. 499, June, 1939, p. 570, February, 1941, p. 137, June, 1942, p. 696, June, 1946, p. 826; Saskatchewan—Industrial Standards Act, in the issues of June, 1937, p. 635, May, 1938, p. 507, June, 1939, p. 581, June, 1940, p. 559, June, 1948, p. 627, July, 1950, p. 1071; Alberta—Alberta Labour Act (The original Industrial Standards Act was made part of the Alberta Labour Act—see L.G., June, 1947, p. 837), in issues of June, 1935, p. 534, June, 1938, p. 501, June, 1937, p. 640, June, 1938, p. 633, June, 1939, p. 567, December, 1950, p. 2082.

NEW BRUNSWICK

Construction

ELECTRICAL WORKERS, MONCTON.

An Order in Council, approved May 17, and gazetted June 6, makes binding the terms of a new schedule for electrical workers (exclusive of apprentices) in the zone comprising the area within a radius of 5 miles from the City Hall in the City of Moncton and including the village of Dieppe, to be in effect from June 15, 1951, until March 31, 1952.

The provisions of this schedule are unchanged from those which were previously in effect and published in the *LABOUR GAZETTE* issue of March, 1951, on page 360.

ONTARIO

Construction

ELECTRICAL WORKERS, OTTAWA.

An Order in Council, dated April 26, and gazetted May 12, makes binding the terms of a new schedule for the electrical repair and construction industry in the Ottawa Zone, to be in effect from May 22, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week. Work which cannot be performed during the regular period of a working day may be done during other hours and these other hours shall be known as *night work* except when performed on a job completed in a 3-day period. Work performed in 2 or more shifts in any 24-hour period, not exceeding 8 hours on a day-shift or 7 hours on a night-shift shall be considered a regular working day. Only one shift to be known as day-shift where 2 or more shifts are worked on the same job.

Overtime: time and one-half for work performed during the 4-hour period immediately following a regular work day; double time for all other overtime work and on Saturdays, Sundays and 6 specified holidays. No work to be performed on a holiday without a permit from the advisory committee.

Minimum hourly wage rates: \$1.50 per hour during regular working periods; \$1.71½ per hour for night work. Employees working on night-shift shall receive 8 hours' pay for 7 hours' work.

The advisory committee may fix a lower minimum rate for handicapped workers.

PLASTERERS, OTTAWA.

An Order in Council, dated May 30, and gazetted June 16, makes binding the terms of a new schedule for plasterers in the Ottawa Zone, to be in effect from June 26, 1951, "during pleasure".

Hours remain unchanged at 8 per day Monday through Friday, 40 per week. Work, not exceeding 8 hours, which cannot be performed during regular working periods, because of its nature, may be done during other hours and such work shall be night work. For work performed in 2 or more shifts, an employee shall be deemed to be employed during a regular working day if the shifts not exceeding 8 hours are operated between 1 a.m. Monday and 8 a.m. Saturday of the same week and if no employee, except foremen, works on more than one shift in any 24-hour period; 2 or more shifts worked on the same job, only one shall be a day-shift.

Overtime: time and one-half for work in excess of regular hours up to midnight Monday through Friday; double time for all other overtime including Saturdays, Sundays and 7 specified holidays. No overtime work shall be performed without a permit from the advisory committee and no work shall be done on a holiday except in cases of extreme necessity where life or property is in danger or where necessary to prevent loss of employment to persons regularly employed in buildings under construction or repair.

Minimum hourly wage rates are increased from \$1.50 per hour to \$1.65 per hour for work performed during regular work periods and for night work. Employees on night-shift will receive 8 hours' pay for 7 hours' work.

The advisory committee is authorized to set a lower minimum rate for handicapped workers.

ELECTRICAL WORKERS, WINDSOR.

An Order in Council, dated April 12, and gazetted April 28, makes binding the terms of a new schedule for the electrical repair and construction industry in the Windsor Zone, to be in effect from April 22, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week as previously in effect. For work performed in 2 or more shifts, if an employee works not more than 8 hours in any 24-hour period, the employee shall be deemed to be employed during a regular work day. Where 2 or more shifts are worked on the same job, only one shall be a day-shift.

Overtime is payable at double time. No permit for overtime work on Saturdays, Sundays or 7 specified holidays shall be issued except in cases where life or property is in danger or where repairs on buildings must be done in order to prevent loss of employment to those persons regularly employed therein.

Minimum hourly wage rates are increased from \$1.65 (L.G., Jan., 1949, p. 68) per hour to \$2.05 per hour. Employees working on a night-shift shall receive 8 hours' pay for 7 hours' work.

The advisory committee may fix a lower minimum rate for handicapped workers.

Changes in Wage Rates and Hours of Work in Recent Collective Agreements

Revisions in wage clauses were the important feature in the 265 collective agreements received in the Economics and Research Branch of the Department of Labour during May and June. Only seven per cent of the agreements, or the same figure as applied to the agreements received during the first four months,¹ do not make provision for wage increases. The stability of weekly hours of work noted in the earlier months appears to have been maintained since only one in every ten of the later agreements indicate a reduction in hours. Approximately one in every five of the agreements received in May and June contain an escalator clause based on the official cost-of-living index. This compares with one in seven for the agreements received in the first four months of the year.

As will be noted from Table 1, a ten to fifteen cent wage increase was most common among the agreements received although a five to ten cent hourly increase was the most common in the manufacturing industries. Compared with the agreements received during the first four months a greater proportion of the settle-

ments provide increases of fifteen cents an hour or more. This is largely accounted for by the twenty-two agreements signed in the construction industry.

Only twenty-five of the agreements indicate a reduction in weekly hours of work. A number, however, applied to large bargaining units so that some 18,500 workers were affected in total. For the most part the reduction in hours took place where the work week was relatively long. In three cases the work week is reduced to forty hours.

There is a wide variety in the formulae for cost-of-living wage adjustments as set forth in the fifty-two escalator clauses contained in the agreements. About 15,800 workers, or twenty-six per cent of the total, were affected by agreements including escalator clauses. In spite of the variety in formulae used some standards for the plans are evident as is shown Table II. In the case of hourly rated employees the most frequently found formula provides a one cent wage increase for every 1.3 points rise in the cost-of-living index, some eighteen of the escalator clauses being of this type. An adjustment of twenty-five cents a week for each point change in the index is provided for in ten agreements. Also, four agreements provide a forty-cent adjustment.

¹ For an analysis of the 307 agreements received during the first four months see *LABOUR GAZETTE*, June 1951, p. 832.

TABLE I.—INCREASES IN HOURLY WAGE RATES IN COLLECTIVE AGREEMENTS RECEIVED BY THE DEPARTMENT OF LABOUR DURING THE MONTHS OF MAY AND JUNE 1951*

| Amount per Hour | No. of Agreements | | | | | | | Workers Covered |
|------------------------|-------------------|--------|------|--------------|-----------------------------------|------------------|------------------------|-----------------|
| | Logging | Mining | Mfg. | Construction | Transportation and Communications | Public Utilities | Trade Finance Services | |
| No Change..... | | | 10 | | 1 | | 7 | 18 |
| Less than 5 cents..... | | | 5 | | | | 5 | 10 |
| 5—9.9 cents..... | | 2 | 34 | 5 | 3 | | 9 | 53 |
| 10—14.9 cents..... | 3 | | 24 | 8 | 14 | 1 | 10 | 60 |
| 15 cents or over..... | | 3 | 14 | 22 | 5 | | 4 | 48 |
| New Agreement..... | | 2 | 11 | 3 | 5 | | 8 | 29 |
| Total..... | 3 | 7 | 98 | 38 | 28 | 1 | 43 | 218 |
| | | | | | | | | 59,900 |

* Weekly increases are expressed on an hourly basis—Where increases varied within a plant a weighted average was adopted. Monthly increases omitted (47 agreements covering 7,100 workers).

TABLE II.—COST OF LIVING ADJUSTMENT FORMULAE IN COLLECTIVE AGREEMENTS

An analysis of clauses contained in 52 agreements out of 265 agreements received in the Department of Labour during the months of May and June 1951*

| Adjustment | No. of Agreements | Workers Covered |
|--|-------------------|-----------------|
| Adjustment of Hourly Rates:..... | 26 | 13,597 |
| 1 cent per hour per point..... | 4 | 1,479 |
| 1 cent per hour per 1.3 points..... | 18 | 11,786 |
| 1 cent per hour per 1.45 points..... | 1 | 30 |
| 1 cent per hour per point..... | 1 | 126 |
| 2 cents per hour per 3 points..... | 1 | 136 |
| 1 cent per hour per 1.4 points..... | 1 | 40 |
| Adjustment of Weekly Pay:..... | 14 | 1,155 |
| 25 cents per week per point..... | 10 | 1,005 |
| 40 cents per week per point..... | 4 | 150 |
| Adjustment of Monthly Pay:..... | 6 | 294 |
| \$1.08 per month per point..... | 2 | 138 |
| \$1.10 per month per point..... | 2 | 103 |
| Other adjustment..... | 2 | 53 |
| Percentage of Basic Rates per Point..... | 6 | 735 |
| Total..... | 52 | 15,781 |

* The majority of adjustments are made quarterly.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules

setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During May

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of May the Department of Labour prepared 206 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 154 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

| Department | No. of contracts | Aggregate amount |
|----------------------------|------------------|------------------|
| Agriculture. | 1 | \$ 16,368.94 |
| Defence Production. 10,366 | | 66,702,015.04 |
| Post Office. | 13 | 65,616.83 |
| Public Works. | 4 | 45,201.60 |
| R.C.M.P. | 7 | 89,613.75 |

(3) *Arrears of Wages.*

During the month of May the sum of \$2,583.56 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their

contracts. This amount was distributed by the Department to the 19 employees concerned.

Contracts Containing Fair Wages Schedules Awarded During May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Cardston Alta: Western Construction & Lumber Co Ltd, canal construction, Division 3, Contract 3; Piggott Construction Co, canal construction, Division 3, Contract 4; Piggott Construction Co, reinforced concrete chute structure, Division 3, Contract 5. *Regina Alta:* F R Gibbs, enlarging an existing canal & strengthening earth fills, Bow River Project.

Central Mortgage and Housing Corporation

Summerside P E I: Rosehall Nurseries Ltd,* landscaping. *Albro Lake N S:* Jos Redden,* spreading fill. *Cornwallis N S:* George Mabey,* additional crib work & surface drains. *Debert N S:* Murray & Falconer,* landscaping. *Greenwood N S:* L G Rawding,* landscaping. *New Glasgow N S:* Herman MacDonald,* moving houses to new sites & installing on new foundations. *Chatham N B:* Jones Bros Electric, construction of power distribution & street lighting systems; Maritime Landscape Gardening Ltd,* landscaping. *Moncton N B:* Maritime Landscape Gardening Ltd,* landscaping. *Quebec & Lauzon P Q:* Albert Gingras, division of wood sheds. *Ajax Ont:* J W Havelin, exterior painting. *Brantford Ont:* C Russell,* installation of doors etc. *Centralia Ont:* W S Fullerton Construction Co,* repairs of house connections. *Clinton Ont:* Charles D Hay,* landscaping. *Collingwood Ont:* Nap Beauchamp Construction Co, removing & replacing beams & joists. *Cornwall Ont:* C Arnold Clark,* exterior painting. *Fort William & Port Arthur Ont:* Vere Morrison,* exterior painting. *Geraldton Ont:* Vere Morrison, exterior painting. *Hamilton Ont:* John St Clair Painting & Decorating Co, painting; National Painting & Decorating Co, painting; Wosney & Kaproski, recovering plywood houses. *Kenora Ont:* H G Hay Decorating Co,*

exterior painting. *Lucan Ont*: A Hall,* exterior painting. *Meaford Ont*: Geo C E Grant,* repairing fire damage. *Midland Ont*: Nap Beauchamp Construction Co, removing & replacing beams & floor joists. *Niagara Falls Ont*: Norman A Lock & Sons, exterior painting. *Ottawa Ont*: Dibblee Construction Co Ltd, paving of parking area, Strathcona Heights; Rosehall Nurseries Ltd,* landscaping around parking areas, Strathcona Heights. *Petawawa Ont*: W Baker,* removing fill. *Pictou Ont*: Lightfoot Bros Construction Co,* installation of gasoline standby & construction of highway guard rail, culverts & drainage ditch; H J McFarland Construction Co Ltd, surfacing of roads & driveways; Rosehall Nurseries Ltd,* landscaping. *Port Arthur Ont*: Wm Lamke,* landscaping. *Rockcliffe Ont*: Lightfoot Bros Construction Co, installation of storm sewer system. *St Catharines Ont*: Henry W Colton, exterior painting. *Sault Ste Marie Ont*: Elie Michael, exterior painting. *Trenton Ont*: H J McFarland Construction Co Ltd, surfacing of roads & driveways; H J McFarland Construction Co Ltd, surfacing of roads & driveways; H J McFarland Construction Co Ltd,* surfacing parking lot. *Walkerton Ont*: E Wenzel,* exterior painting. *Windsor Ont*: Albert Loiselle & Fils,* installation of supports under houses. *Winnipeg Man*: Coates Painting Co, exterior painting. *Winnipeg Man*: J H From,* landscaping; J H From,* landscaping. *Moose Jaw Sask*: Moose Jaw Painting & Decorating,* exterior painting. *Prince Albert Sask*: A T Dodge,* exterior painting. *Yorkton Sask*: MacKays Paint Shop,* exterior painting. *Calgary Alta*: Rosehall Nurseries Ltd,* planting & maintenance of trees. *Edmonton Alta*: Rosehall Nurseries Ltd,* planting & maintenance of trees. *Lethbridge Alta*: Whittick Bros,* installation of thermostats on hot water heaters. *Boundary Bay B C*: Columbia Bitulithic Ltd, paving streets & sidewalks; Christian & Allen Ltd,* landscaping. *Chilliwack B C*: Rosehall Nurseries Ltd,* landscaping. *Cumberland B C*: A Ingram,* exterior painting. *Port Alberni B C*: G B Watson,* exterior painting. *Vancouver B C*: Underhill & Underhill,* surveys on ground etc; Biltmore Construction Co,* construction of house sidewalks & steps; Pyke & White Construction Co Ltd,* construction of retaining wall; Robertson Development Co Ltd,* road grading; Robertson Development Co Ltd,* house grading; Baynes Manning Ltd, installation of water distribution system; Monarch Construction Co Ltd,* maintenance of roads, lanes, drains

etc; R H Neven Co Ltd, exterior painting, Renfrew Heights. *Victoria B C*: Dominion Paint Co,* exterior painting.

Defence Construction Limited

Summerside P E I: Eastern Woodworkers Ltd, construction of bldgs. *Halifax N S*: T C Gorman (Nova Scotia) Ltd, construction of radio station; Rodney Contractors Ltd, extension to York Redoubt; McNamara Construction Co Ltd,* preparation & filling of bunded area. *Sydney N S*: Acadia Construction Co Ltd, construction of radio station. *Chatham N B*: R E Stewart Construction Corp, construction of bldgs; Foundation Maritime Ltd, construction of hangar. *Bagotville P Q*: R E Stewart Construction Corp, construction of bldgs; Eastern Canada Steel & Iron Works Ltd, erection of structural steel. *Clarke City P Q*: Magloire Cauchon Ltd, construction of radio station. *St Hubert P Q*: A F Byers Construction Co Ltd, construction of hangar; Louis B Magill Co, construction of bldgs. *Ste Marie P Q*: H J O'Connell Ltd, construction of radio station. *Valcartier P Q*: Magloire Cauchon Ltd, construction of phase II, bldg 25, Armament Research Development; Maurice Pomerleau, paving of clean area CARDE. *Armstrong Ont*: Barnett-McQueen Co Ltd, construction of radio station. *Barriefield Ont*: T A Andre & Sons Ltd, construction of bldg; Central Bridge Co Ltd, erection of structural steel. *Camp Borden Ont*: Frankel Corp, erection of structural steel; Bennett-Pratt Ltd, construction of various bldgs. *Centrakia Ont*: John Gaffney Construction Co Ltd, construction of bldg; Sterling Construction Co Ltd, rehabilitation & cubicling of barrack block. *Clinton Ont*: Strom Steel Co Ltd, erection of prefabricated huts. *Long Branch Ont*: Swansea Construction Co Ltd, installation of services, warehouses & central heating plant; Frankel Corp, structural steel. *Ottawa Ont*: Shore & Horowitz, interior construction of DCED accommodation bldg, Victoria Island. *Pagwa Ont*: Barnett-McQueen Co Ltd, construction of radio station. *Ramore Ont*: Sterling Construction Co Ltd, construction of radio station. *Shirley Bay Ont*: Leeds Bridge & Iron Works, erection of structural steel. *Sioux Lookout Ont*: Clayton Co Ltd, construction of radio station. *Trenton Ont*: Fred Elgie Co Ltd, construction of bldg. *Beausejour Man*: Bird Construction Co Ltd, construction of radio station. *Camp Shilo Man*: Roy Swail Ltd, installation of storm, sanitary sewer & water supply systems. *Winnipeg Man*: Dominion Bridge Co Ltd, erection

of structural steel. *Moose Jaw Sask*: Piggott Construction Co, construction of bldgs. *Saskatoon Sask*: W C Wells Construction Co Ltd, construction of bldgs. *Edmonton Alta*: C H Whitham Ltd, construction of central heating plant. *Namoo Alta*: Marwell Construction Co, construction of bldgs. *Saskatoon Mountain Alta*: Poole Construction Co Ltd, construction of radio station. *Suffield Alta*: F R Gibbs,* filling & grading. *Baldy Hughes Mountain B C*: Dawson & Hall Ltd, construction of radio station. *Puntzi Mountain B C*: H C Barber Co Ltd, construction of radio station. *Trail B C*: Dominion Bridge Co Ltd, erection of structural steel.

Department of Defence Production

Summerside P E I: Industrial Spray-Painting & Sandblasting, interior painting. *Greenwood N S*: Cosgrove Bros Ltd, exterior painting. *Point du Chene N B*: Stewart Butler, painting of gasoline storage tanks & lines. *Camp Borden Ont*: Bavington Bros Ltd, interior painting. *Fingal Ont*: Clatworthy Lumber Co Ltd, roof replacement. *Grand Bend Ont*: Riverside Construction Co Ltd, repairs to entrance road, strips & runways. *Kingston Ont*: Thos L Grooms, alterations to officer's mess. *Rockcliffe Ont*: H L Robinson, exterior painting; St Clair Painting & Decorating, interior painting. *Trenton Ont*: H L Robinson, interior & exterior painting. *Weston Ont*: John W Bavington Ltd, interior painting. *Gimli Man*: W A Moffatt Co, roof replacement. *Rivers Man*: Nelson River Construction Ltd, construction of sewer main. *Winnipeg Man*: W A Moffatt Co, roof replacement. *Calgary Alta*: Barr & Anderson (Interior) Ltd, roof replacement; Seaboard Advertising Co Ltd, interior painting. *Edmonton Alta*: William Sigalet & Co Ltd, exterior painting. *Abbotsford B C*: Barr & Anderson (Interior) Ltd, repairs to roofs.

National Harbours Board

Halifax Harbour N S: Gunite & Waterproofing Ltd, reconditioning sections of concrete cope wall, south side, Pier "B".

Department of Public Works

Bay de Verde Nfld: North Shore Construction Co Ltd, breakwater repairs.

Dingwall N S: J P Porter Co Ltd,* dredging. *Campbellton N B*: Felix Michaud,* dredging. *Rimouski P Q*: Quemont Construction Inc, erection of public bldg. *Belle River Ont*: Detroit River Construction Ltd,* redredging. *Ottawa Ont*: Taggart Construction Ltd, interior alterations, No 2 temporary bldg; A Lanctot Construction Co, acoustical ceilings, Woods Bldg; J E Copeland Co Ltd, installation of boiler, chimney & alterations to bldg, Science Service Laboratory, Experimental Farm; Dominion Bridge Co Ltd, erection of structural steel bldg of Division of Bldg Research, NRC Montreal Rd; Art Woodwork Ltd, panelling & casework etc, New Supreme Court Bldg; B B Electric Co Ltd, cathode lighting & louvered ceiling, New Supreme Court Bldg. *Peterborough Ont*: J H Kinsella & Gus Torpey, demolition of bldgs on site of proposed public bldg. *Winnipeg Man*: Schumacher-Mackenzie Ltd, construction of transformer vault, Federal Bldg. *Regina Sask*: Bird Construction Co Ltd, improvements & alterations, Weights & Measures Bldg; Trail Plumbing & Heating (Sask) Ltd, installation of steam boiler etc, Old Post Office Bldg. *Calgary Alta*: Poole Construction Co Ltd, alterations & new storey, Weights & Measures Bldg. *Edmonton Alta*: C H Whitham Ltd, alterations & new flooring, public bldg. *Chilliwack B C*: R A Adair, alterations, new screen, night lobby etc, public bldg. *New Westminster B C*: Seaboard Advertising Co Ltd, painting of railway bridge. *Sands-pit B C*: Fred Atkins, repairs to wharf. *Westview B C*: Pacific Piledriving Co Ltd, float renewal. *Aklavik N W T*: H Kelly & Co Ltd, heating & plumbing installation, combination single men's quarters & guard room.

Department of Transport

Chebucto Head N S: LeBlanc Construction Co Ltd, erection of fog alarm bldg. *Dorval P Q*: The Highway Paving Co Ltd, additional development, Montreal Airport. *Lac des Loups P Q*: H J O'Connell Ltd, construction of hardsurface runway. *McCarthy (Casey) P Q*: North Shore Construction Co Ltd, construction of hardsurface runway. *Val d'Or P Q*: La Societe d'Entreprises Generales Ltee, construction of asphaltic treated runway.

Labour Legislation in Alberta and Manitoba in 1951

Little change was made in the labour laws of Alberta at the 1951 legislative session. In Manitoba, important changes were made in the Hours of Work Act, the Vacations with Pay Act, and the Workmen's Compensation Act.

ALBERTA

The Alberta Legislature, which was in session from February 22 to April 7, enacted little legislation of labour interest. Amendments of a more or less minor nature were made to laws dealing with wage security for workers, trade schools and rent control. A new City Act, uniformly applicable to all cities in the Province and designed to replace the seven city charters now in operation, was passed. The administration of the Electrical Protection Act and the Welding Act was transferred from the Department of Public Works to the Department of Industries and Labour. The Alberta Government was authorized to enter into an agreement with the Federal Government regarding old age pensions.

Security for Payment of Wages

Under the Industrial Wages Security Act, employers in mining and lumbering, before beginning operations each year, are required to furnish the Minister of Industries and Labour with security in the form of cash or bonds to be used by the Department for the payment of wages in case the employer defaults. The security is usually established at the greatest amount paid by the employer in wages in one month during the previous year. By a 1951 amendment, this security may now be paid in instalments by the employer in cases authorized by the Minister. This move is designed to aid the smaller operators in the mining and lumbering industries who have experienced some difficulty in producing the entire amount of the security before the commencement of their operations.

A further amendment exempts box factories and woodworking plants, including such establishments as sash and door factories and prefabrication yards, from the application of the Act. Henceforth, employers in these establishments will not be required to deposit security for wages with the Department. These amendments came into force on July 1.

Trade Schools

By an amendment to the Trade Schools Regulations Act, effective July 1, the licence or certificate of registration issued to an operator of a trade school will remain in force until it is cancelled, revoked or suspended by the Minister of Industries and Labour. Previously, such licences had to be renewed annually. The amendment further provides that a licensee who ceases to carry on the business of a trade school must inform the Minister in writing and at the same time return his licence.

City Act

The City Act, to come into force on January 1, 1952, is applicable to all cities of Alberta and is designed to help the cities perform their duties and functions and at the same time have identical rights and powers. It is comparable to the City Act of Saskatchewan. The City Act represents to some extent a consolidation of the seven city charters at present in effect. It is provided, however, that the Act will not deprive a city of any of its existing powers.

With respect to matters of labour interest, the Act permits the council of a city, subject to the provisions of the Child Welfare Act, to prescribe by by-law the age at which and the conditions under which a minor may be employed in any house or place of public entertainment, or resort in which billiards or bowling alleys are kept for hire, to regulate children being in other public places, and to regulate and license working children.

A city council is also empowered to pass by-laws regulating and licensing plumbers and electrical workers and establishing boards for the examination of such workers who desire to engage in their trade within the municipality. The council may also enact by-laws licensing, controlling and regulating persons operating wood-cutting machines and enforcing the use of such safety devices for this group as are recommended by the Minister of Labour, the

Workmen's Compensation Board or some other proper authority. A council may also license and regulate the business of dry cleaners, dyers, and persons engaged in similar occupations.

The licensing and regulating powers of a council are extended, subject to the provisions of the Public Service Vehicles Act, to cover porters, draymen, hackmen, livery, feed and sale stables, motor liveries, taxicab drivers and omnibus drivers. The council may also limit the daily hours of taxi-drivers and fix the period in each day during which a motor vehicle may be operated by one person.

The provisions of the Act regarding closing of shops are similar to those contained in the City Act of Saskatchewan.

The Act requires that all shops, with the exception of garages, filling and service stations and gasoline pumps, must remain closed between the hours of 6 p.m. and 5 a.m. of the following day from Monday to Friday during the whole year. On Saturdays, excepting a Saturday which is the 24th of December and on the four week days preceding the 24th of December, shops must be closed between 10 p.m. and 5 a.m.

Upon petition of not less than three-fourths of the occupiers of any class or classes of shops, however, a city council may, within two months after receiving the petition, if it deems it advisable, pass a by-law fixing an earlier closing hour than those specified above.

Notwithstanding the above requirement in the Act for closing on Saturdays, a council may, without petition, pass a by-law fixing a different hour for Saturday closing. Notice of intention to pass such a by-law must be given at a regular meeting of the council held not less than 30 days before the meeting at which the by-law is to be passed. The closing hour fixed for all shops or any class or classes of shops may be 6 p.m. or any later hour up to 10 p.m. from November to April, or up to 11 p.m. from May to October. Different hours may be fixed for different classes of shops.

Provision is also made for a council to pass a by-law requiring a half-day closing of shops (from 12 noon or such later hour as may be fixed) on one day of the week for all or part of the year, and for one requiring closing on all or any part of a public or civic holiday.

These provisions of the Act apply to places where goods are offered for sale by retail or public auction, including barber shops and ladies' hairdressing, manicuring and beauty parlours. Shops that may be

kept open after prescribed closing hours include those in which the principal business carried on is that of a tobacconist, hotel, restaurant, refreshment house, news agent, drug store, confectioner and baker, a written statement to that effect having been filed with the city clerk by the proprietor or manager. In these shops, only certain items of merchandise may be sold after closing hours. These goods, referred to as "exempted merchandise", are enumerated in the Act. The minimum fine for unlawful sale of any other goods after closing hours is \$50. In case of a prosecution for alleged violation of the provisions relating to exempted merchandise, the statement filed by the proprietor or manager will be received as evidence of the principal trade carried on in the shop at the time of the alleged violation. If no statement has been filed, the principal trade carried on will be deemed to be that named in the information.

Shops which remain open after the general closing hours for sale of exempted merchandise must keep in a conspicuous place a notice at least 22 inches by 28 inches stating that the shop is closed under the provisions of the City Act except for the sale of certain merchandise and specifying such merchandise.

Further provisions enable by-laws to be passed prescribing closing hours for garages, filling and service stations, and selecting through a rotation plan or some other method certain shops to remain open after the regular closing hour. A council is given authority to exempt one or more designated garages, filling and service stations from the application of any provisions regarding closing hours.

The proprietor of a shop and the person in charge when a violation of the early closing provisions of the Act or of a by-law occurs is each guilty of an offence and liable to a fine not exceeding \$100.

The Act provides that employees who have been in the service of a city, or of a town prior to its formation into a city, for at least 10 years may be granted a gratuity, upon resignation because of illness or age, of not more than the amount of their aggregate salary for the last three years of service. Provision is also made in the Act for the establishment by by-law of pension or superannuation plans for civic workers.

Transfer of Administration of Acts

The Welding Act and the Electrical Protection Act were amended to transfer their administration from the Minister of Public Works to another member of the

Executive council. By an Order in Council, effective from April 1, the administration of these two Acts and of the Factories Act was placed under the jurisdiction of the Minister and Department of Industries and Labour.

Old Age Pensions

An Old Age Pensions Act was enacted, to come into force on proclamation of the Lieutenant-Governor in Council. This Act, similar in intent to resolutions approved or Acts passed by other provincial Legislatures at the 1951 sessions, will enable the Alberta Government to take advantage of new legislation regarding old age pensions which is passed by the Parliament of Canada. The Act empowers the Lieutenant-Governor in Council to enter into any agreement deemed necessary or advisable for securing to the Province the benefit of any such legislation, and to expend or to authorize the expenditure of such moneys as may be necessary to implement the agreement.

Rent Control

An amendment was made to the Rent Control Act, which was passed in 1950, to authorize the payment of \$25,000 from the General Revenue Fund to set up a provincial rent control board and to meet expenditures incurred during the current fiscal year. The Act was proclaimed in effect on April 30, 1951.

Miscellaneous

An amendment to the Town and Village Act limits to \$10 the amount of the minimum tax which may be levied annually by councils of towns and villages on residents 21 years of age and over for municipal and school purposes.

The Credit Union Act was amended to permit a credit union to acquire or hold land to the value of \$5,000 or ten per cent of its total assets, whichever is greater. Previously, the value of the land acquired or held could not exceed \$5,000. A second amendment provides that security is not required on loans to members of credit unions unless the loan exceeds \$200. The amount stipulated previously was \$50.

Resolution

By resolution carried on March 20, the Legislature appointed a special committee of seven to receive representations and recommendations as to the operation of the Workmen's Compensation Act. The Committee is required to submit its findings and recommendations to the Government at the next legislative session.

MANITOBA

The Manitoba Legislature in its session from February 1 to April 20 amended the Hours of Work Act to include provisions respecting work on seven public holidays, notice of termination of employment and a weekly day of rest. The One Day's Rest in Seven Act was repealed. The new sections concerning public holidays and notice of termination of employment are to apply province-wide and to all industries except farming. The Remembrance Day Act was passed to ensure that Remembrance Day will be kept as a public holiday. A number of changes were made in the Workmen's Compensation Act, including an increase from \$2,500 to \$3,000 in the maximum amount of annual earnings which may be taken into account in computing compensation, and a reduction in the waiting period. Employees who are continuously employed for three years or more in an establishment or with one employer are now entitled to two weeks' vacation with pay each year as a result of amendments made to the Vacations with Pay Act. By two new measures, the Manitoba Government took over the regulation of rent control, and made provision for the assumption of special powers in a proclaimed state of emergency. An agreement for the joint payment by the federal and provincial governments of old age pensions to persons in need between the ages of 65 and 69 years of age was authorized. The Highway Traffic Act and the Credit Unions Act were amended.

Public Holidays, Notice of Termination of Employment, and Weekly Rest-Day

The scope of the Hours of Work Act was broadened to include sections respecting work on public holidays, notice of termination of employment and a weekly day of rest. The provisions for a weekly rest are similar to those contained in the One Day's Rest in Seven Act, first enacted in 1928, and now rescinded.

The Hours of Work Act was passed in 1949 to limit daily hours to eight, and weekly hours to 48 for men and 44 for women, unless overtime rates of time and one-half are paid. The Act applies to the industries listed in Schedule A and to the chief industrial areas in the Province as listed in Schedule B.

As a result of the sections added this year, the Act will now be known as the Hours and Conditions of Work Act.

Public Holidays.—Work is now prohibited on seven specified public holidays unless overtime wages of time and one-

half the regular rate are paid or compensatory time off is given. This provision is not limited to the application of the hours provisions of the Act but applies to all industries and occupations throughout the Province, except farming.

Persons employed in a continuously operating plant, a seasonal industry, an amusement place, a gasoline service station, a hospital, a hotel or a restaurant, or in domestic service who work on a holiday need not be paid at overtime rates if, by custom or agreement, they are given compensatory time off. Two half-days off may be granted in lieu of one full day to a person employed in domestic service.

The seven public holidays specified in the new section are New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

The Act contains the stipulation that any provisions with respect to payment of overtime rates on holidays which are established by agreement, contract of service or custom and which are more favourable than those set out in the Act will prevail.

Before the enactment of this section, provision was made for public holidays for men and women in the Factories Act and for women in the Minimum Wage Orders. Section 56 of the Factories Act, which required factories to be closed on certain public holidays unless permission was given for employment, is now rescinded. Under Manitoba Minimum Wage Orders, a permit is required to allow women in any employment under the Act except farming and market gardening to work on $7\frac{1}{2}$ public holidays, in which case they must either be paid one day's pay at not less than the minimum rate or receive compensatory time off.

Notice of Termination of Employment.—In all industries carried on in the Province except farming, termination of employment without notice is now prohibited where the period of employment is not fixed. The requirement that the notice should be in writing was in the Bill as introduced but was deleted during passage. Employers must serve notice of dismissal and employees must serve notice of termination of employment. Where wages are paid once a month or oftener, the period of notice required to be given corresponds to the length of the employee's pay period, e.g. a month's notice is required where payment is made monthly. Where wages are paid less frequently than once a month, reasonable notice must be given.

Where the period of employment is fixed or if the employment is for the performance of specified work, notice of termination is not necessary unless, by mutual consent, the employment is continued after the end of the period of the completion of the work, in which case the above requirement for termination of employment must be fulfilled.

These requirements for giving notice do not apply if different conditions respecting termination of employment are included in a collective agreement or are established in a particular undertaking by custom or practice.

In any legal proceedings arising out of the termination of employment without notice, the Act permits a judge to dismiss an action for recovery of wages or for damages if the person who instituted proceedings was guilty of improper conduct towards the person against whom the action is brought, or if the employee who brought the action was guilty of insubordination or dishonesty.

Weekly Rest-Day.—The principal provisions of the One Day's Rest in Seven Act were incorporated in the Hours of Work Act and they apply to the same industries and areas as the hours of work provisions. As previously, a weekly day of rest, if possible Sunday, must be granted to employees in the manufacturing, construction and catering industries. In addition, a weekly rest-day must also be granted to employees in mining, in shops, offices, the insurance business, barbering and hairdressing establishments, the baking industry, the transport of goods by land, the processing and distribution of milk and its products (except dairying operations preceding delivery of milk at processing plants), and to elevator operators and hotel clerks. Lumbering and a few other industries are not now included.

The weekly-rest provisions apply to the cities of Winnipeg, St. Boniface, Brandon and Portage la Prairie, the towns of Tuxedo, Transcona, Flin Flon and Selkirk, the village of Brooklands and the rural municipalities of Assiniboia, Charleswood, East Kildonan, Fort Garry, North Kildonan, Old Kildonan, St. James, St. Vital and West Kildonan. Since the One Day's Rest in Seven Act applied only to cities, the application of the weekly-rest requirement is now slightly wider.

As before, certain classes of workers are excluded from the weekly-rest provisions including watchmen, janitors and firemen living in the building in which they are employed (unless their work cannot be performed within an average of 10 hours

of actual work a day); persons not usually employed for more than five hours a day; managers and supervising employees; emergency repairmen; persons employed for not more than three hours on a weekly rest-day merely for the purpose of looking after horses as part of their usual duty; and employees who are needed in cases of accidents or occurrences beyond human control or who are urgently required to do work to the employer's machinery or plant.

The Minister of Labour is given discretion to exempt an establishment from the weekly-rest requirement, on the written application of an employer, if he considers it would be an undue hardship for the employer to comply. The permit of exemption may cover a period up to one year.

For failure to comply with the holiday or weekly-rest provisions of the Act a fine up to \$300 may be imposed on a corporation or up to \$100 on an individual or the penalty may be both fine and imprisonment.

Prohibition of Work on Remembrance Day

In addition to the new sections added to the Hours and Conditions of Work Act respecting work performed on public holidays (see above), a special Act was passed to prohibit work for gain or reward or the purchase or sale of goods on Remembrance Day. Apart from a rather lengthy list of essential services and industries which may be carried on, work may be performed on the holiday only under permit from the Minister of Labour issued in circumstances beyond human control and for which no other arrangements can be made.

Farming is excluded from the Act. The other services which may be carried on include the following: (a) the operation of hospitals; (b) the retail sale of drugs and medicines; (c) the operation of hotels and restaurants; (d) the work of policemen, firemen, furnace tenders, watchmen, janitors, or domestic servants; (e) conveying of goods or travellers on railways or street railways or in other public conveyances; (f) the sale of bread or milk; (g) the operation of a dairy; (h) the operation of a bakery; (i) work in meat packing plants that cannot be postponed without serious deterioration of meat quality; (j) work necessary to ensure that electric current, heat, gas, light or water may be continuously supplied; and (k) preparation after one p.m. of regular editions of newspapers for the next day.

Equivalent compensatory time off without loss of pay must be granted, within 30 days either before or after November 11, to any employee, other than a watchman, furnace tender or janitor, who is required to work on Remembrance Day.

A fine of not more than \$300 may be levied on an employer and one of not more than \$100 on any other person for a violation of the Act.

Workmen's Compensation

Amendments to the Workmen's Compensation Act shorten the "waiting period" from 14 to seven days, increase the maximum annual earnings on which compensation may be reckoned, establish a higher minimum payment in cases of temporary total disability, extend the coverage of the Act to members of municipal volunteer fire brigades and provide for the establishment of a second injury fund.

Under the Manitoba Act, as under some of the other provincial Workmen's Compensation Acts, a worker must be disabled from earning full wages for a stated length of time or he loses compensation for the first three days of his disability. By a 1951 amendment, a worker has to be disabled for more than seven days in order to receive compensation beginning from the day of his injury. This "waiting period" was formerly 14 days.

An important change was the increase from \$2,500 to \$3,000 per year in the maximum amount of average earnings to be taken into account in computing compensation. This is the maximum in Newfoundland, Ontario and Saskatchewan.

Temporary total disability is, as before, compensatable at the rate of 66 $\frac{2}{3}$ per cent of the workman's average earnings but the minimum weekly compensation payable in such cases was increased from \$12.50 to \$15 unless the workman's earnings are less than \$15, in which case he receives the full amount of his earnings. This is the same minimum amount as is payable for permanent total disability.

Members of municipal volunteer fire brigades whose membership has been approved either by the chief of the fire department or by a municipal corporation or its officers were brought under the coverage of the Act. For the purposes of computing compensation, the average earnings of a member of a municipal volunteer fire brigade will be deemed to be the amount of his average earnings at his regular employment, with a minimum of \$15 a year and a maximum of \$3,000 a year.

The Workmen's Compensation Board was authorized to establish a second injury fund to meet that part of the cost of claims of workmen suffering injuries which, in the Board's opinion, are the result of previous accidents or disabilities.

In 1950 the Act was amended to broaden the definition of "industrial disease" to cover any disease peculiar to or characteristic of an industrial process within the scope of Part I, as well as any of the diseases specified in a schedule to the Act. In line with this amendment, the provisions respecting silicosis were changed to include silicosis contracted in any industry within the scope of Part I instead of only when contracted in mining, and in iron, steel and metal foundries. The provisions for a special Silicosis Fund were repealed.

Employees resident in Manitoba who are engaged in the operation of an aircraft and whose employment is required to be performed both within and without the Province are now eligible to receive compensation for an accident arising in the course of their employment which occurs outside the Province. This provision also applies to employees engaged, under similar circumstances, in the operation of a steamboat, ship or vessel or a railway.

A further amendment requires the directors of the Workmen's Compensation Board to retire at the age of 75 unless the Lieutenant-Governor in Council directs otherwise. This is the compulsory retirement age for the commissioner of the Board.

Annual Vacations with Pay

The Vacations with Pay Act was amended to increase the annual vacation with pay to two weeks after three consecutive years of employment. Since 1947, when the Act was passed, the Act has required a vacation with pay of one week after each year of employment to be given to employees in all occupations except agriculture, ranching and market gardening, and this continues to be the length of the paid vacation required to be granted during the first two years of employment.

A complimentary amendment was made to the section which requires vacation wages to be paid to a worker who terminates his employment after a year's service for the vacation he has earned but not taken. This section now provides that where the worker would become entitled to one week's vacation, the employer must pay him one week's wages, and where, on the completion of the last year of three or more consecutive years' service, he would

become entitled to two weeks' vacation, the employer must pay him two weeks' vacation wages.

A further amendment allows the Minister of Labour to have the vacation stamp books which are used in the construction industry destroyed at any time after six years from the 31st of December following the date on which the stamps were cashed. The receipt signed by the person receiving the cash must be detached and preserved.

Emergency Powers

The Emergency Measures Act was passed to confer upon the Lieutenant-Governor in Council power to take such action and make such orders and regulations as he may deem necessary or advisable for the peace, order and welfare of Manitoba after a state of emergency has been proclaimed. The Act, which will expire on May 31, 1952, is subject to the War Measures Act (Canada) and The Emergency Powers Act (Canada) and is intended to supplement these Acts and to implement them in so far as the provincial Legislature has authority to act.

Fourteen classes of subjects over which the power of the Lieutenant-Governor in Council shall extend are enumerated, but the general power conferred is not limited to matters coming under these classes. Included in the 14 classes are transportation by air, land or water; appropriation, control and disposition of property; facilitating the readjustment of industry and commerce to the requirements of the community in normal times; maintaining and regulating supplies, services, prices and employment, to ensure economic stability; the making of orders requiring a person to evacuate his home or remove his livestock, etc.; arrangements for housing and feeding evacuated persons and livestock; billeting persons in homes or buildings; and establishing training schools and public information courses for the purpose of the better carrying out of orders made under the Act.

Certain of the powers authorized by the Act are, however, contingent upon a proclamation of the existence of war, invasion or insurrection by the Governor General in Council under the War Measures Act (Canada).

The Manitoba Government is authorized to make an agreement with the Government of Canada or of any province or with a municipality or person to further the purposes of the Act. Subject to the requirement regarding repayment by municipalities, all expenditures made within the

scope of the authority granted by the Act are to be paid from the Consolidated Fund.

Rent Control

The Leasehold Regulations Act, which came into force on April 28, was passed to continue in effect in Manitoba the federal Wartime Leasehold Regulations after they expired on April 30. The Lieutenant-Governor in Council was authorized to exercise any of the powers formerly exercised by the Wartime Prices and Trade Board with respect to the Wartime Leasehold Regulations including power to administer and enforce the regulations or to revoke, amend or replace them.

Old Age Pensions

The Old Age and Blind Persons' Pensions Act was amended to enable the Province to implement the proposed Dominion-Provincial old age pension scheme. The amendment authorizes the Manitoba Government to enter into an agreement with the Government of Canada for the payment of old age pensions to persons over 65 and under 70 years of age, and to blind persons under 70. The agreement must provide that the Government of Canada pay to the Government of the Province not less than 50 per cent of the amount paid for old age pensions and continue to pay not less than 75 per cent of the amount paid for pensions to the blind.

Chauffeurs' Licences

A new Part comprising six sections was added to the Highway Traffic Act relating to the licensing of drivers and chauffeurs. Although these provisions are in principle the same as before, they set out licensing requirements in greater detail.

Except for a person holding an instruction permit, as provided for in the Act, no person may drive a motor vehicle on a highway unless he holds either a chauffeur's or driver's licence. A driver's licence may not be issued to a person under 16 or a chauffeur's licence to a person under 18. To obtain either a driver's or chauffeur's licence, an applicant must pass an examination including a test of his eyesight, his ability to read and understand highway signs, his knowledge of traffic laws and of his ability to exercise reasonable control in the operation of a motor vehicle on a highway.

An amendment which will come into force on proclamation provides for a longer licence period. After December 31, 1951, the first licence period will extend from January 1, 1952, to June 30, 1953. Thereafter, the licence period will be two

years and licences will expire on June 30 every two years beginning at June 30, 1955. The fee for a chauffeur's licence for the first licence period is \$3 and thereafter the biennial fee will be \$4.

Credit Unions

An amendment to the Credit Unions Act provides for the amalgamation of two or more credit unions. An agreement of amalgamation must be approved by a resolution passed by 60 per cent of the members of each amalgamating society at a special meeting called for the purpose. On the execution of the agreement by the president and secretary of each credit union, after the board of directors has given them authority to do so by the passing of a by-law, all the assets and liabilities of each society will be transferred to the new society. A copy of the agreement, resolution and by-law and the written approval of the Director of Co-operative Services must be sent to the Minister of Agriculture and Immigration who may then issue letters patent to the new society.

A further amendment authorizes a society to hold land of which the value, including the buildings erected on it, does not exceed five per cent of the total assets of the society or \$10,000 whichever amount is lesser. Formerly, the maximum value of land held by a society was \$5,000.

A new section, which replaces the former provision permitting credit union societies to form a federation, provides for membership of credit unions in the Co-operative Credit Society of Manitoba Limited. The Co-operative Credit Society of Manitoba Limited was incorporated in 1950. A society which becomes a member of the Co-operative Credit Society of Manitoba Limited may assess against each of its members a proportionate share of the annual membership fee. A society is permitted to make deposits with, and invest in the stock of, the Co-operative Credit Society of Manitoba Limited, as well as in post office savings banks and chartered banks, as previously.

With respect to the officers of a credit union, it is now provided that the treasurer may not be a member of the board of directors but the secretary may be a director. Neither officer may be a member of the credit committee of the supervisory committee. Subject to the condition that the treasurer may not be a director, both offices may be held by the one individual. Any person, in addition to the treasurer, who handles the funds or securities of a society must be bonded.

The annual meeting of a society may be held at a date to be fixed by the directors but such date must be before May 1.

With regard to administration of credit unions, the Act provides for the appointment of the Director of Co-operative Services, (in place of the Registrar of Co-operative Associations), of a Chief Supervisor of Credit Unions and other supervisory staff.

Miscellaneous

An amendment to the Forest Act prohibits a scaler from measuring timber cut on Crown lands for which returns are made and dues paid to the Crown unless he holds a valid scaler's licence, the fee for which is \$5. The Lieutenant-Governor in Council is authorized to make regulations to provide for the licensing of scalers. British Columbia, New Brunswick, Ontario and Quebec also have compulsory licensing of scalers engaged in scaling or measuring timber on Crown property.

An amendment to the Mechanics' Lien Act provides that a claim for lien by a sub-contractor must be filed within 30 days after the sub-contract is completed. Previously it was not clear from the section in question whether the claim had to be filed within 30 days after the completion of the sub-contract or within 30 days after the completion of the main contract which might be long after the sub-contract was completed. A further amendment permits a judge to dispose of a counter-claim in a mechanics' lien action.

Bills not Passed

Four Private Members' Bills of interest to labour failed to get beyond first reading.

An effort to reduce maximum weekly hours of work of men from 48 to 40 hours and of women from 44 to 40 hours, unless time and one-half was paid, was made by a Bill to amend the Hours of Work Act. A similar Bill was introduced last year.

A Bill, cited as the Manitoba Bill of Rights Act, similar to the Saskatchewan Bill of Rights Act, 1947, was designed to prevent discrimination on the grounds of race, creed, religion, sex, colour and national origin.

The scope of Part I of the Fair Wage Act, 1916, which permits the Minister of Labour, on the recommendation of the Fair Wage Board, to issue an annual schedule of wages and hours for workmen employed on construction works, would have been broadened by proposed amendments to apply to private construction work in the whole Province instead of, as at present, in Winnipeg and district, cities and towns with a population of over 2,000 and other areas designated by the Lieutenant-Governor in Council. The Act would also have been extended to persons employed by the Government of Manitoba, or by Provincial boards and commissions created by statute, and to municipal corporations.

A proposed amendment to the Jury Act would have permitted women to sit on juries in the Province but would have allowed any woman who was served with a jury summons to claim exemption for one year.

Recent Regulations Under Dominion and Provincial Legislation

Under the Canadian Forces Act, further veterans' legislation was made applicable to the Special Force. Amendments were made to the by-laws of eight pilotage districts. ¶In Ontario, regulations were made under the new Fair Employment Practices Act setting out forms to be used in filing written complaints with the Director.

DOMINION

Canadian Forces Act

The Special Force Veterans Benefit Regulations were amended, chiefly to make the Veterans Insurance Act, The Veterans Land Act and the War Service Grants Act applicable to persons enrolled in the Special Force. Under these regulations, the Reinstatement in Civil Employment Act, the Pension Act, sections of the Civil

Service Superannuation Act and Part IV of the Unemployment Insurance Act were earlier made applicable to members of the Special Force (L.G., 1951, p. 73). The amendments were made by P.C. 2930 on June 11 and gazetted on June 27.

"Service in a theatre of operations" to which the regulations apply is now defined to mean service as a member of the Canadian Forces from the time of departure from Canada or continental United States

to participate in military operations undertaken by the United Nations in Korea until the earliest of three dates—(1) the date of the return of the serviceman to Canada or the U.S.A.; (2) the date on which he is posted to a unit not participating in such operations; or (3) the date on which his unit, after ceasing to participate in the operations, arrives at the place to which it has been assigned. This section is retroactive in effect to July 5, 1950.

Canada Shipping Act

Continuing a tendency to establish uniform conditions for pilots, amendments were recently made to the by-laws of the eight pilotage districts of Saint John, Halifax, Sydney, Quebec, St. Lawrence-Kingston-Ottawa, Montreal, New Westminster and British Columbia. The principal changes relate to the Pilotage Funds, eyesight and hearing tests and pilots' licences. The surcharge on the pilotage dues was raised in the Quebec, British Columbia, Halifax, New Westminster and Montreal districts. The pilotage rates were increased in the St. Lawrence-Kingston-Ottawa district.

A change was made with respect to the Saint John, Halifax, Sydney and British Columbia Pilotage Funds to permit personal expenses incurred by the pilots in the course of their duties which have been approved by a majority of the pilots and the Pilotage Authority to be paid out of the Pilotage Funds. In the same districts, amendments make the Pilots' Committee, in conjunction with the Superintendent of Pilots, responsible for the employment of necessary crews to keep the vessels clean and in efficient running condition. Repairs and overhaul of the vessels must be approved by the Director of Marine Services.

In the Saint John district, apprentice pilots are now required to be Canadian citizens resident in Canada at the time of making application. The former requirement was that an apprentice should be a British subject resident in Canada. Before being granted an apprentice's licence, a candidate is now required to hold a certificate of competency as mate of a steamship in the home trade or second mate of a foreign-going steamship and be under 30 years of age. Previously, a candidate was required to serve at least 12 months before the mast on an ocean-going vessel engaged in foreign or coasting voyages. The licence fee remains at \$5.

Before taking an examination for a pilot's licence, an apprentice must, in addition to having served four years as

an apprentice, have made at least 50 trips during each year of apprenticeship, and over the four-year period at least 50 movages, in the company of licensed pilots. If he is not called for examination within 12 months after completing his apprenticeship, he is required to make at least 20 additional trips and 10 movages in company of licensed pilots before being examined. If an apprentice pilot has made the required number of trips in any year, he may be granted leave of absence to take up other employment.

In an emergency, the Pilotage Authority may have an apprentice pilot examined if he has not completed his four-year apprenticeship, provided he holds a certificate as mate of a steamship in the home trade. If the apprentice is found qualified, he may for a limited period be granted a temporary pilot's licence which may be renewed from time to time. Persons who have not been apprentice pilots may, at the discretion of the Pilotage Authority, be examined for pilots' licences when additional pilots are required.

In the Saint John and Quebec districts, pilots must undergo examinations in eyesight and hearing, as prescribed by the by-laws, on entering the pilotage service and every fifth year thereafter until they reach the age of 50. A pilot over 50 years of age is required to have these tests every second year. The licence of a pilot who fails to pass an examination will be suspended. Previously, annual eyesight and hearing tests were required. In addition, in the Quebec district, a pilot who is not over 45 years of age must pass the higher test in form vision as prescribed in the regulations governing examinations for Masters' and Mates' certificates. A pilot or apprentice in the Quebec district whose licence is suspended may appeal to the Pilotage Authority for another examination at his own expense.

In the by-laws for the Sydney Pilotage district a change was made with respect to superannuation of pilots injured in a shipping casualty. If such a pilot is retired under the age of 60, he will receive the amount of his interest in the Pension Fund. If he is over 60, he will receive a pension for life of $\frac{2}{3}$ of the amount he would have received had he been retired as the result of age or physical incapacity. Formerly, in such a case if the pilot was over 50, he received annual payments for life of $\frac{1}{2}$ of what he would have received had he been retired as a result of age or infirmity.

If a pilot is injured while on duty, the Sydney Pilotage Authority may grant him

leave of absence for 12 months on full pay and a further period of twelve months on half-pay. Thereafter, if he is not able to return to work, the pilot must be retired. Formerly, only six months with full pay and a further six months on half-pay could be granted.

The amendments to the by-laws of the British Columbia pilotage district (P.C. 2164) were gazetted on May 23; to those of Sydney (P.C. 2341), Halifax (P.C. 2423), Saint John (P.C. 2340), Quebec (P.C. 2580), Montreal (P.C. 2581) on June 13; and to those of the pilotage district of New Westminster (P.C. 3102) and of St. Lawrence-Kingston-Ottawa (P.C. 3103) were gazetted on June 27.

Emergency Powers Act

Great Lakes Seamen's Security Regulations

The Minister of Labour is authorized to make exemptions from the regulations which require seamen employed on Canadian vessels operating on the Great Lakes and St. Lawrence River to hold a seaman's card in order to take or continue in employment (L.G., June, 1951, p. 837). A new section added to the regulations permits the Minister by order to exempt "any person or class of persons or any ship or class of ships, either generally or in respect of any particular area or areas, or for any period of time". This change was made by an Order in Council (P.C. 2847) on June 4 and gazetted on June 27.

When tabling this Order in Council in the House of Commons on June 5, the Prime Minister stated that the purpose of the amendment is to exempt men on small fishing vessels, barges used as auxiliaries in dredging operations in the lakes and similar craft.

PROVINCIAL

Alberta Coal Mines Regulation Act

Changes were made in the regulations covering Electric Installations and Appliances in Coal Mines by an Order in Council (O.C. 674/51) made on May 14 and gazetted on May 31.

When permission in writing from the Director of Mines is obtained for the haulage by electric locomotive on the overhead trolley wire system or haulage by storage battery locomotive such haulage may not be extended to other parts of the mine without the Director's written permission.

A further amendment excludes locomotives in mines from the section of the regulations which requires notices to be sent to the District and Electrical Inspector

of Mines when electricity or any electrical equipment is to be introduced or moved in a mine or in the ventilating district in a mine.

Ontario Fair Employment Practices Act

Regulations setting out two forms of complaint for a breach of the Fair Employment Practices Act were filed on June 8 (O.Reg 129/51), and gazetted on June 23. The Act, which was passed at the 1951 session of the Legislature (L.G., 1951, p. 846) and which is the first of its kind in Canada, went into effect on June 4.

Form I is to be used by a person who was refused employment or discharged or discriminated against with regard to employment, or by a member of a trade union who has been refused membership, expelled, suspended or discriminated against because of race, creed, colour, nationality, ancestry or place of origin. Form II is for the purpose of a complaint against an employer for using a form of application for employment, for publishing an advertisement in connection with employment, or for making a written or oral inquiry, which directly or indirectly expresses a limitation or specification or a preference as to race, creed, colour, nationality, ancestry or place of origin.

Quebec Pressure Vessels Act

The regulations under the Pressure Vessels Act were amended by an Order in Council (No. 352) of April 4, gazetted on April 14. The regulations now list later editions of the various boiler and pressure vessel codes of the American Society of Mechanical Engineers which must be used as standards for the design, construction, installation, testing and inspection of boilers, pressure vessels, piping and fittings. The codes are: Power Boiler Code (1949 ed.); Unfired Pressure Vessel Code (1949 ed.); Low-Pressure Heating Boiler Code (1949 ed.); Miniature Boiler Code (1949 ed.); Boiler of Locomotives (1949 ed.); Material Specifications (1949 ed.); Code for Pressure Piping (1943 ed.) and Api-Asme Unfired Pressure Vessel Code (1943 ed.). The latter is a new addition to the list of Codes.

Steam and hot water boilers having a heating surface of 30 square feet or less, instead of 20 square feet or less, as previously, are now excluded from the regulations. All vessels other than steam or hot water boilers which contain gas or liquid under pressure of 15 pounds p.s.i. or less are now excluded. Formerly, those containing gas or liquid which was inflammable or which was at a temperature of

more than 250° F or vessels of a capacity of more than 20 cubic feet were covered by the regulations.

Several of the fees for inspection of fired and unfired vessels have been increased. Fees are now fixed for the inspection of pressure piping which is added to an existing installation, according to the diameter and length. The fees vary from \$5 for piping not exceeding 3 inches in diameter and 100 feet long to \$20 for piping more than 12 inches in diameter but not more than 100 feet long. The fee for inspecting piping installations exceeding 100 feet in length is 50 per cent more.

Fees to be paid by the employer for the examination of welders were also increased. For each candidate the fee is \$5 (formerly \$3) plus the inspector's travelling expenses. For the re-examination of unsuccessful candidates the same fee will be charged instead of only the inspector's travelling expenses, as before. Thirty days must elapse between the first examination and a re-examination; 90 days between the first and second re-examinations; and should the candidate fail again, six months must elapse before he may have another re-test.

Legal Decisions Affecting Labour

The Quebec Court of King's Bench upheld the Superior Court in dismissing an application for a writ of prohibition to stop the proceedings of a Council of Arbitration.

In an action brought by the Joint Committee of the Men's and Boys' Clothing Industry, the Superior Court at Montreal held that the Collective Agreement Act does not authorize the Lieutenant-Governor in Council to give a decree retroactive effect.

Council of Arbitration appointed under Quebec Trade Disputes Act held to be properly constituted.

On April 27, 1951, at Montreal, the Court of King's Bench, Appeal Side, held that the Council of Arbitration appointed in 1949 in the dispute between Classon Mills Ltd. and *l'Union des Employés du vêtement de Sherbrooke Inc.* was properly constituted. This was an appeal from a decision of the Superior Court on March 21, 1950, dismissing a petition from the Company for a writ of prohibition ordering the Council of Arbitration to cease and suspend all proceedings, on the ground that the Council had been improperly constituted (L.G., 1950, p. 2095).

The appeal court was unanimous in its decision to dismiss the appeal with costs. Separate reasons for judgment were given by Mr. Justice Barclay and Mr. Justice McDougall.

The facts as outlined by Mr. Justice Barclay were that following the failure of a conciliation officer to effect a settlement between the Company and the union, the Minister of Labour appointed a Council of Arbitration. The Company failed to make a nomination within the prescribed time, and in accordance with the provisions of the Quebec Trade Disputes Act, the Minister appointed a

member of the Council of Arbitration to represent the Company. The member nominated by the union and the Company representative appointed by the Minister together nominated a third member to act as chairman and president of the Council. The Company sought and obtained in the Superior Court a writ of prohibition to enjoin the Council from any further proceedings on the grounds that it had been illegally constituted, claiming that the chairman did not possess the qualifications set forth in the Trade Disputes Act. The Attorney-General intervened to defend the appointment of the Council, and, on trial of the action, the petition for a writ of prohibition was dismissed.

Mr. Justice Barclay then quoted the relevant provisions of the Trade Disputes Act:—

18. (1) Every Council of Arbitration, whose duty it is to take cognizance of a dispute, in virtue of this Act, shall consist of three members, Canadian citizens of full age, appointed by the Minister.

(2) The Minister shall appoint as member of the Council of Arbitration a person recommended to him, within the ten days of the request, by the employees party to the dispute and, within the same delay, the person recommended to him by the employer also a party to the dispute. The Minister may of his own accord

designate and appoint any person to act as member to the Council of Arbitration when the interested party has not made any recommendation within the prescribed delay.

The two members appointed under the preceding paragraph shall, within the five days following their appointment or, if appointed at different dates, within five days from the date of the last appointment, recommend to the Minister an impartial and competent person to act as third member and President of the Council of Arbitration.

(3) In case of the said two members failing so to do, the Minister shall appoint as member and President an experienced impartial person not personally connected with or interested in any trade or industry, or likely by reason of his occupation, business vocation, or other influence, to be biased in favour of or against employers or employees.

He noted that the Company relied in its appeal on Section 18 (3), which provides that if the two members of a Council of Arbitration fail to nominate a chairman, the Minister shall appoint an experienced and impartial person not personally connected with or interested in any trade or industry, or likely by reason of his occupation, business vocation, or other influences to be biased in favour of or against either party. The Company argued that these same qualifications were applicable in the case where the two members of the Council had together nominated the chairman. Mr. Justice Barclay did not accept this argument, and stated:—

Subsection 2 empowers the Minister to appoint the person recommended by the first two members. Subsection 3 only applies if the members fail to recommend and then for obvious reasons the Minister must be guided by the terms of subsection 3. When the two parties agree upon a nominee the Minister need go no further. For reasons of its own the Company declined to nominate an arbitrator. It was duly notified that if it failed to do so the Minister would himself make the appointment. The Minister's appointee has all the same rights and powers as if he had been nominated by the Company.

Mr. Justice McDougall, in separate reasons for judgment, noted that the chairman selected by the first two members of the Council was manager of the Quebec Association of Garment Manufacturers Incorporated. He remarked that if this were a case where the parties had not agreed on a chairman he would be inclined to the view that the present appointment was prejudicial to one of the parties and could be successfully attacked. He went on to say that in the case where the two members of the Council nominate the third party, the only requirement is that they must, in accordance with Section

18 (2), select "an impartial and competent person". In cases where the two members cannot agree upon the nomination the Minister must appoint the third member under the terms of Section 18 (3), which expands considerably the qualifications of such a person. He concluded:—

The additional qualification of subsection 3 is for the protection of the parties to the dispute which is not required in the case where the representatives of the two parties agree on the third member. They might well agree on a chairman in whom they have confidence by reason of his experience and integrity but who would not qualify under subsection 3. To hold otherwise would be to put an unnecessary burden on the Minister.

Furthermore as the legislators have seen fit to distinguish between the qualification of chairman appointed under the two subsections, it would in my opinion be dangerous judicial legislation to say that the two subsections, which are couched in language quite different, mean the same thing.

Classon Mills Ltd. v. Council of Arbitration and others and Hon. A. Barrette, Mis en cause and Attorney-General of the Province of Quebec, Intervenant, Rapports Judiciaires de Québec, [1951] BR Montreal, No. 5, 366.

Montreal Superior Court held that the Collective Agreement Act does not empower the Lieutenant-Governor in Council to make the provisions of a decree retroactive from its publication in the Quebec Official Gazette.

On December 27, 1950, Mr. Justice Challies in the Superior Court at Montreal dismissed an action for the payment of an increase in wages brought by the Joint Committee of the Men's and Boys' Clothing Industry against a garment manufacturer. The Joint Committee is charged with securing enforcement of orders under the Quebec Collective Agreement Act. The increase, amounting to \$1,126.50, was claimed under Order in Council No. 50 of January 12, 1949, increasing the hourly cost-of-living bonus payable in the industry, with retroactive effect.

Under Order in Council No. 2991 of November 12, 1937, all employers in the industry were required to pay their employees, whether on an hourly, weekly, piece-work or other basis, a cost-of-living bonus of 7½ cents per hour worked. Subsequent Orders extended the duration of this decree.

Mr. Justice Challies noted that in the *Quebec Official Gazette* of November 27, 1948, the Minister of Labour had given notice that he intended to recommend the approval of certain amendments to Order

in Council No. 2991. Order No. 50 approved the amendment increasing the hourly cost-of-living bonus from 7½ to 15 cents with effect from November 27, 1948. The defence contended that Order in Council No. 50 was invalid in so far as its provisions were retroactive to November 27, 1948, and that it had the force of law only from January 22, 1949, when it was published in the *Quebec Official Gazette*.

Mr. Justice Chailles then reviewed the applicable provisions of the Collective Agreement Act. Section 2 empowers the Lieutenant-Governor in Council by decree to order that a collective agreement be binding upon all employees and employers of the Province or in a stated region.

Sections 3, 4 and 5 of the Act provide that any party to an agreement may by petition addressed to the Minister of Labour apply to the Lieutenant-Governor in Council for the passing of a decree extending an agreement. This notice of application must be published in the *Quebec Official Gazette* and all objections must be made within the succeeding 30 days. Upon the expiration of this period or after the holding of any inquiry that the Minister of Labour may order, the Minister may, "if he deems that the provisions of the agreement have acquired a preponderant significance and importance for the establishing of conditions of labour", recommend the approval of the petition by the Lieutenant-Governor in Council.

Section 7 states that,

The decree establishing the approval of the petition shall come into and remain

in force from the date of its publication in the *Quebec Official Gazette*, or from a later date therein fixed.

Section 8 reads:

The Lieutenant-Governor in Council may extend or, at any time, repeal the decree.

After consulting with the contracting parties or the committee, and after publication of a notice as provided for the agreement, the Lieutenant-Governor in Council may amend the decree upon the recommendation of the Minister in conformity with Section 6.

The provisions of Section 7 shall apply to the decree of repeal or of amendment, but not to the decree of extension which shall come into and remain in force from the date of its adoption. The extension decree, however, must be published as soon as possible in the *Quebec Official Gazette*.

In view of the provisions of Sections 7 and 8, Mr. Justice Chailles ruled that Order in Council No. 50 of January 12, 1949, was illegal and null in so far as its provisions were made retroactive from the date of publication in the *Quebec Official Gazette* and that it came into effect only on January 22, 1949, the date of publication. Up to January 22, 1949, therefore, the defendant was obliged to pay his employees a cost-of-living bonus of only 7½ cents per hour as authorized by Order in Council No. 2991 of November 12, 1937, and as extended by subsequent orders.—*Joint Committee of the Men's and Boys' Clothing Industry v. A. Cohen and Co. Inc.*, *Rapports Judiciaires de Québec*, [1951] CS Montreal, Nos. 3 and 4, 159.

Decision of the British Columbia Labour Relations Board Following Order of Supreme Court for Reconsideration in Trail Certification Case

The British Columbia Labour Relations Board has issued reasons for decision following its rehearing of the application for certification of United Steelworkers of America, Local 4281, as bargaining authority for the employees of the Consolidated Mining and Smelting Company.

Following the rejection by the British Columbia Labour Relations Board of the application of Local 4281, United Steelworkers of America, for certification as bargaining authority for the employees of the Consolidated Mining and Smelting Company at Trail on May 5, 1950, the union applied to the Supreme Court of British Columbia for a writ of mandamus

requiring the British Columbia Labour Relations Board to reconsider its decision. The Court in a judgment delivered by Mr. Justice Clyde on March 31, 1951, ordered the British Columbia Labour Relations Board

forthwith to hear and according to law make determination on representations from the said Local Union 4281 as to

whether or not the said Board will reconsider its decision of the 5th day of May 1950 whereby it refused the application dated the 11th day of March 1950 of the said Local Union 4281 for certification as bargaining authority for the bargaining unit.

The circumstances of the case were summarized in the report of the judgment in the June issue of the *LABOUR GAZETTE* at p. 860.

In accordance with the order and Section 58 (2) of the Industrial Conciliation and Arbitration Act, the Board on April 16, 1951, heard further representations from Local Union 4281 of the United Steelworkers of America and Local 480, Trail and District Mine, Mill and Smelter Workers. The decision of the Board after hearing the representations, and giving the matter further consideration, was that the Board did not consider it advisable to alter its decision of May 5, 1950, in which it rejected the application of Local 4281 for certification as bargaining authority for employees of the Consolidated Mining and Smelting Company. The Board's reasons for decision were issued in a news release dated May 7, 1951.

The Board first set out two aspects of the situation which it considered important. First, in regard to the allegation that Local 480, which is the certified bargaining authority, is Communist-dominated, no proof was brought before the Board that this was so. In any event, the certification by the Board of any particular local union for the Trail plant does not guarantee the security of the plant. Responsibility for security measures rests elsewhere. If the Local is Communist-dominated, the cure for this lies within the membership.

The other aspect of the situation on which the Board commented was that some employees had signed membership cards in both unions.

In the opinion of the Board, men and women in a democracy, if that democracy is to survive, must learn that one cannot stand astraddle two opposing propositions, hoping thereby to step from the losing proposition after some other person or persons has made a decision for them.

The Board then pointed out that the Mine Mill Local 480 was at March 11 and May 5, 1950, and is now, the certified bargaining authority. The Steel Local 4281 on March 11, 1950, applied for the certification already held by Local 480, claiming that the number of employees in the bargaining unit who were members of the union was approximately 55 per cent. The application was investigated by the Board and hearings were held.

The Industrial Conciliation and Arbitration Act provides that if a question arises

as to whether a person is a member in good standing of a trade union, the Board shall decide the question, and its decision shall be final and conclusive for all the purposes of this Act, except in respect of any matter that is before a Court.

The requirements as to membership were clearly set out in the Steelworkers' constitution and the Board made its decision as to who were "members in good standing" according to what the constitution said was required. The following questions required to be decided:—

1. Did the constitution provide for admittance as members of persons employed in non-ferrous metals and allied manufacturing and mining?
2. Had all the members claimed by Steel taken the required obligation either at a meeting of the Steel Local or otherwise?
3. Had dues and initiation fees been paid, or waived in the manner required in the constitution?
4. Was the Local Union Charter issued in accordance with the constitutional requirements and was the Local Union properly established to enable reception of members?

The Board made findings on these matters in its decision of May 5, 1950.

The Board then referred to amendments made to the constitution of the United Steelworkers of America at their Convention May 9 to 12, 1950, in respect of jurisdiction and eligibility for membership, and to Mr. Justice Coady's judgment of September 18 in which he found that one Saunders was a member in good standing according to the amended constitution, but only so after the Local's charter was received and he had taken the obligation.

The Board was unable to find on the basis of the evidence before the Board that the members of Local 4281 took the obligation as required by the Steel Constitution. The evidence clearly fell short of establishing that each individual employee affected by the application who was claimed to be a member in good standing of the applicant Union had taken the members' obligation and the fact is that such evidence was requested by the Board from the Steel Officers but was never supplied. So that on the date of application, as well as the date of the Board's decision, the requirements of membership in good standing, in accordance with Mr. Justice Coady's decision, had been met by only an unknown number of those claimed by Steel as members.

Furthermore, the Board did not think it ought to recognize a person as a member in good standing of a local union, for the purpose of certification under the Act,

where the member is supposedly made a member contrary to the expressly stated rules of the union constitution and by-laws, and allegedly becomes a member only by special dispensation of the president or secretary-treasurer of the union as to fees and dues.

Taking into consideration the requirements of industrial peace, not only as between union and employer, but as between union and union, the Board was of the opinion that if the Steel union wished to place before the Board the circumstances which were placed before Mr. Justice Coady in the Saunders case, including an amendment to the United Steelworkers' constitution ratified on May 9, 1950, after the Board's decision on May 5, then a new application should be made by Local 4281 for certification, not an application for re-consideration.

The Board then discussed Mr. Justice Clyne's observation that in a case of this kind, where there is rivalry between two unions,

it would appear to have been wiser to have taken a properly supervised vote by secret ballot in a democratic fashion so that the wishes of the workers could have been ascertained without immediate pressure, instead of allowing what appears to have been a disorderly scramble to obtain signatures to membership cards.

Before the date of application Steel had conducted a membership drive. The Board pointed out that the "disorderly scramble" took place before the application was placed before it, and that the Board has no authority to order a vote until an application is made. Where one union enters a field occupied by another union, either in Trail or elsewhere, such a "scramble" often results.

As to the question of holding a representation vote, the ordering of a vote would not be logical where the evidence before the Board is sufficient to establish that the applicant union has not obtained a majority of members in good standing. On the point of check-off alone, the applicant's claim of membership was reduced below the required majority, since before the date of Steel's application, a number of the employees claimed by Steel as members had re-signed a check-off with the Mine Mill Local. By ordering a vote,

the Board would implicitly admit that the "disorderly scramble" and other matters previously referred to are accepted procedures in British Columbia for the obtaining, by any union, of control over any group of employees for whom another local union is already the certified bargaining authority. The result of such an indication, in the Board's view, could not assist in obtaining industrial peace.

STRIKES AND LOCKOUTS IN CANADA DURING 1950 WITH INFORMATION FOR CERTAIN OTHER COUNTRIES

ANNUAL REPORT ON WAGE RATES AND HOURS OF LABOUR IN CANADA, OCTOBER, 1949

• FREE ON APPLICATION •

Unemployment Insurance

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held: That a claimant who was dismissed because he refused to participate in a medical plan introduced at the request of the majority of his co-workers on the ground that it precluded him from choosing his own doctor had acted in a manner which was tantamount to voluntarily leaving his employment without just cause.—CU-B 684 (April 17, 1951).

DECISION

The material facts of the case are as follows:—

The claimant, a married man, was employed by an airline as a mechanic at a rate of pay of \$220 a month from 1943 to July 31, 1950. He filed a claim for benefit on August 1, 1950, and established that his services had been dispensed with because he had refused to participate in a new medical plan on the ground that it would preclude him from choosing his own doctor.

The insurance officer was of the opinion that the claimant's refusal was tantamount to voluntarily leaving his employment without just cause and disqualified him for a period of six weeks (Section 41 (1) of the Act).

The claimant appealed to the court of referees and contended that the plan had been introduced by the employer at the request of the majority of his co-workers but without his consent; that it interfered with his private life in that, if he had subscribed to it, he would have had to be treated by a doctor determined by the employer and not by one of his own choice. The claimant and a representative of his union were present at the hearing; their statements revealed that the union had not taken any part in the introduction of the plan which had been in operation at the parent company (a large railway) for a number of years. The court unani-

mously upheld the finding of the insurance officer, but reduced the period of disqualification from six to three weeks.

With leave from the chairman of the court of referees, the claimant appealed to the Umpire.

CONCLUSIONS:

The medical plan, which has been in operation at the parent company for a number of years, was introduced by the employer at the request of the majority of the employees and with the tacit approval of the union. If participation therein was made a condition of employment it was no doubt to ensure its financial soundness.

While I can understand the reluctance of an employee to participate in a medical plan from which he does not expect to derive any benefit, I do not consider that it justifies him, as an insured person under the Unemployment Insurance Act, to voluntarily leave his employment and throw himself onto the Unemployment Insurance Fund.

Schemes of collective security on a contributory basis are a well accepted fact of life in this day and age and the burden of contributions thereto is bound to weigh heavier on the participants who are fortunate enough not to have to resort to the benefits paid by those schemes in cases of necessity or on those who, for some reason or other, do not wish to avail themselves thereof.

The claimant contends that this new condition of employment was an infringement upon his liberty.

Participation in the plan was compulsory only in so far as the payment of contributions was concerned and no employee was to be forced to avail himself of the medical services it offered if he preferred to choose other medical services at his own expense.

For those reasons the appeal is dismissed.

Held: That a claimant, who refused to carry out certain work not ordinarily done by him and which in his opinion was injurious to his health, had not lost his employment by reason of his own misconduct within the meaning of the Act inasmuch as the employer promptly dismissed him without first having tried to dispel his fear or given him an opportunity to reconsider his decision.—CU-B 687 (April 17, 1951).

DECISION

The material facts of the case are as follows:—

The claimant, 50 years of age, was employed in a foundry as a machine operator at a rate of pay of 95 cents an hour from August 21, 1950 to January 3, 1951. He filed a claim for benefit on January 4, 1951 and stated that he had lost his employment for the reason that he had refused to operate a grinding machine because of the dust. The employer reported as follows:

(The claimant) violated plant rule No. 6 which reads "Ignoring or refusing to obey the orders of foreman or superintendent."

(Any employee may be instantly discharged for this violation). He also wanted to know what would happen if he did not obey orders of foreman.

Answering a request for further information the employer stated that on the occasion which brought about the claimant's dismissal a rush order had to be filled; that the claimant and other workers were told to go on the grinders which are equipped with suction fans and emit very little dust; that no experience was required to do the work and that three other workers who went on the grinders did their share of the work in 1½ to 2 hours, which is all the time that the claimant would have been on the grinder.

The insurance officer disqualified the claimant for a period of six weeks because he had lost his employment by reason of his own misconduct (Section 41 (1) of the Act).

The claimant appealed to a court of referees on the ground that, in view of his age and weight (115 lbs.), the operation of a grinding machine is not suitable employment for him as the dust resulting from the machine would be injurious to his health.

The court of referees in unanimously upholding the insurance officer's decision expressed the opinion that the claimant should have accepted the temporary work on the grinding machine and "if he had

been asked to continue this work, he could then, by following the regular grievance procedure, obtain an opportunity to have his grievance rectified."

The union appealed to the Umpire explaining that the union had only recently been organized in that foundry and that the claimant had reported the incident to the union steward, who being inexperienced in union matters, had informed him that nothing could be done in his case. The union pointed out that the operation of the grinding machine was hazardous inasmuch as the dust expelled therefrom often brings about silicosis and that it was not suitable work for a man of the claimant's age and weight. It added that the claimant had not been informed of the number of hours that this rush work would have required, that he would certainly not have accepted a job with the employer in the first place had he known that he would be asked to operate a grinding machine.

CONCLUSIONS:

There is considerable merit in the arguments presented by the union in its submission to me.

I can readily believe that the work which the claimant was asked to perform is not, by its nature, without certain hazards and might in some cases be quite injurious to one's health.

The claimant is not a young man and apparently it is not advisable as a rule for a man of his weight to accept grinding work where dust is prevalent.

There is no evidence to indicate that the claimant was aware that he would be required to operate a grinding machine only for two hours at the most, or that he was acquainted with the circumstances which brought about this unusual request. It is to be noted that when he enquired what would happen if he did not obey the foreman's order, he was told to go home.

When an employee is directed to carry out certain work not ordinarily done by him and which in his opinion entails danger, he cannot be expected to follow the order blindly without challenging its reasonableness; some responsibility lies with the supervisor or foreman to try to dispel the worker's fear if there are no grounds therefor. There is no indication that this was done or that the claimant had ever before shown a lack of willing-

ness in the execution of any duties assigned to him while in the employ of the company.

Under all those circumstances, while it would be questionable to say that the

foreman's order was unreasonable, I do not consider that the claimant's behaviour was tantamount to misconduct within the meaning of the Act and the appeal is allowed.

Unemployment Insurance Statistics, May 1951*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of May, 1951, a total of 56,430 initial and renewal claims for unemployment insurance benefit were filed at local offices of the Unemployment Insurance Commission, as compared with 75,242 in April and 71,619 in May, 1950.

At May 31, there were 88,897 ordinary claimants (58,512 males and 30,385 females) signing the live Unemployment register, as against 136,848 (104,515 males and 32,333 females) on April 30, and 146,453 (100,106 males and 46,347 females) at the end of May last year.

All claimants in the active file on the last day of the month numbered 100,650, including 106 claimants for supplementary benefit in Newfoundland, and 11,647 "other" claimants (short time and casual claimants) who appeared in significant numbers mainly in the Provinces of Nova Scotia, Quebec, Ontario, Alberta and British Columbia.

Adjudicating centres disposed of 59,833 initial and renewal claims during the month, of which 42,885 were considered entitled to benefit. Of the 16,948 initial and renewal claims not entitled to benefit, 9,590 were disallowed because of insufficient contributions. Total disqualifications imposed on claimants numbered 12,709 (including 5,289 on revised and 62 on supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause", 3,585 cases; "not unemployed", 3,389 cases; and "refused an offer of work or neglected an opportunity to work", 1,916 cases.

Benefit payments commenced during the month were made to 41,286 persons on either initial or renewal claims, compared with 54,744 payments commenced in April, and 56,868 in May, 1950.

The sum of \$5,660,433 was paid in benefit during the month in respect of 2,323,200 proven unemployed days. Last month, \$7,679,160 was paid as compensa-

tion for 3,087,560 days, while one year ago, benefit payments amounted to \$9,586,658 for 4,004,678 days.

During the week May 26-June 1, 75,914 benefit payments to the amount of \$1,046,274 were made for 435,919 days, while for the week April 28-May 4, 109,424 persons received \$1,575,535 as compensation for 641,118 days. One year ago, 132,656 beneficiaries received \$1,823,090 during the week May 27-June 2, in respect of 773,726 days.

The average daily rate of benefit for the week May 26-June 1, was \$2.40. For the week April 28-May 4, it was \$2.46, and one year ago (week May 27-June 2) it was \$2.36. Average duration of compensated unemployment was 5.7 days for the week May 26-June 1, 5.9 days for the week April 28-May 4, and 5.8 days for the week May 27-June 2, 1950.

Unemployment Assistance in Newfoundland

During May, 286 initial and renewal claims were received. Adjudications during the month totalled 449, of which 122 were allowed. Claimants unable to satisfy basic conditions for the receipt of assistance numbered 283.

Benefit payments amounted to \$115,916.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of May, 1951, insurance books were issued to 3,372,628 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951. This was an increase of 808,426 since April 30, 1951.

As at May 30, there were 241,922 employers registered, representing a decrease of 561 during the month.

Benefit Years in 1948*

The annual report on current benefit years under the Unemployment Insurance

* The "benefit year" is a device whereby the benefit rights, if any, available to an insured person can be computed at any time. When an insured person becomes unemployed and makes application for benefit, a benefit year is established for him if he satisfies the statutory conditions.

* See Tables E-1 to E-7.

Act, for the calendar year 1948, has now been issued by the Dominion Bureau of Statistics.

In that year, the report shows, 395,637 benefit years were established by 392,128 individual claimants, of whom 3,509 established two benefit years in the calendar year. A total of 595,556 persons had benefit years available during 1948, some 200,000 benefit years established in 1947 having carried over from that year. Of this total, 387,770 (302,654 males and 85,116 females) received one or more benefit payments during the calendar year.

A summary of the number of benefit days available and benefit days used in 1948 indicates that of a total of 106,600,000 benefit days available in 1948, only some 20,279,000 (19.02 per cent) were used. A significantly greater number, 35,226,000, lapsed because they remained unused twelve months after their establishment. On the whole, the report states, the benefit rights available under the Unemployment Insurance Act in 1948 were more than adequate to meet the requirements for them.

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Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

June 1951 . . .

. . . showed the result of the expansion in employment which has occurred during the past year. Less than 3 per cent of the labour force was seeking jobs and in 50 per cent of all labour market areas there were shortages in one or more occupations. During June this rapid rate of expansion eased somewhat as the manpower requirements of seasonal industries were met. The intensity of demand for metal working skills also moderated as higher sales taxes, tighter credit regulations and earlier anticipatory buying acted to curb employment expansion in consumer durable goods industries.

In the year following the outbreak of hostilities in Korea the employment situation in Canada has undergone a number of substantial changes. The impetus given by strong civilian demand, followed by an upsurge in investment and a growing volume of defence expenditures has brought about an increase of over 200,000 in civilian employment. About one-half of this increase has been absorbed in manufacturing industries, with notable gains of 25,000 in the iron and steel group, 14,000 in motor vehicles and 10,000 in electrical apparatus. The strong demand for paper and lumber has created 35,000 additional jobs in logging, while industrial expansion has added 20,000 to the construction working force. At July 1, less than 3 per cent of the total labour force was seeking work through the National Employment Service.

This rapid rate of expansion in employment showed some signs of slackening during June. By the month's end the bulk of hiring for such seasonal industries as construction, agriculture and transportation had taken place. A smaller flow of workers continued mainly into construction, food processing and pulp and paper mills. In the manufacturing industries there was some easing in manpower requirements, with the exception of aircraft, shipbuilding and railway rolling stock firms, which were steadily expanding.

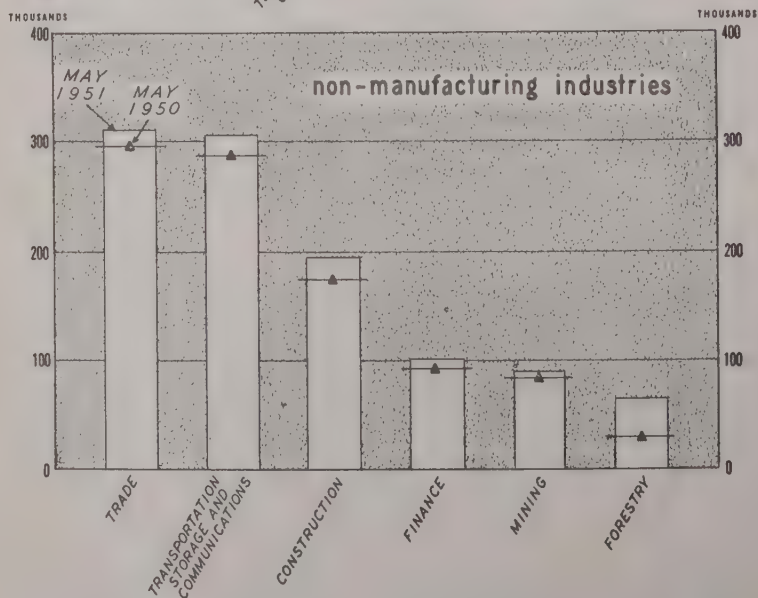
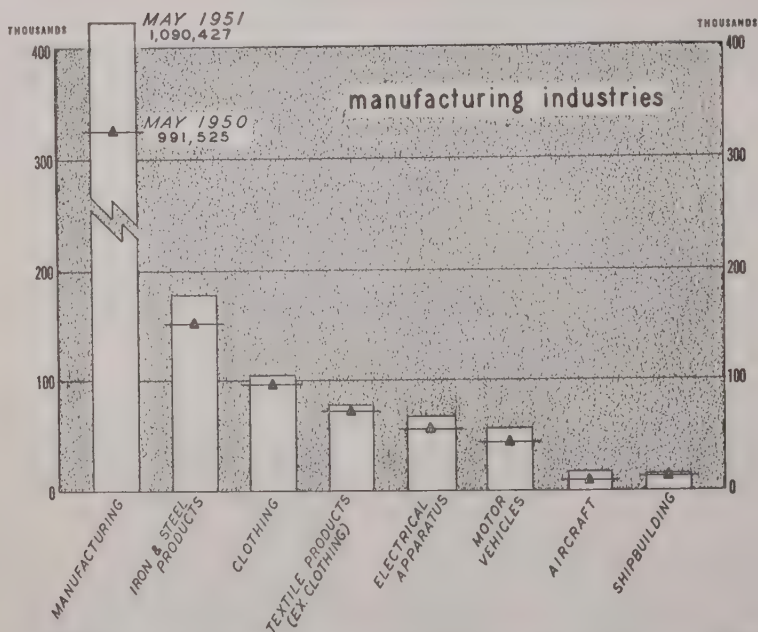
Coinciding with the somewhat slackened demand for labour, has been an increase in supply. The end of the school term released thousands of young persons to join the working force, mainly in the clerical

and unskilled classes. At the same time, through recent lay-offs by automobile and household appliance manufacturers, more metal tradesmen and production workers have become available.

While these considerations apply generally to the economy as a whole, the developments of the month in each region were quite different in character. In the Atlantic and Quebec regions the seasonal expansion of employment in fishing and agriculture was still in full swing. In Ontario, where the majority of lay-offs in hard goods industries have taken place, there was an increase in the number of job seekers. The labour market was generally tight in the Prairies, but in British Columbia a long spell of dry weather cut down the job opportunities in agriculture and threw thousands of loggers out of work.

The effect of higher sales taxes and tighter credit regulations on consumer demand has been reflected in employment in the metal using industries. The most notable development is that the upsurge of employment in automobile and household appliance firms has halted, but, as well, employment gains in durable producer goods industries has slowed down. This group includes manufacturers of transportation equipment, industrial machinery and agricultural implements. In the seven months ending in May, employment in this group increased by 22,000, but it is expected that the increase between May and October will amount to only 9,000.

Major employment gains in ...



A total year to year employment increase of over 200,000 has been divided evenly between manufacturing and non-manufacturing industries. Increases in the former group were concentrated mainly in iron and steel industries, transportation equipment and electrical apparatus manufacturing. The most notable gains in the non-manufacturing sector of the economy occurred in forestry and construction.

This increase will likely be concentrated in firms manufacturing aircraft, ships, railway rolling stock and industrial machinery. Employment in other firms in the group is expected to remain stationary or decrease slightly.

The pause in the rate of expansion of producer goods manufacturing, together with lay-offs of workers in consumer durable goods, has partially relieved the extreme shortage of skilled metal tradesmen. Experienced tool makers, die setters, machinists and sheet metal workers are still needed, particularly in the defence manufacturing centres, but the intensity of demand has moderated. The list of scarce skills is still long, however. At the end of June it included, in addition to those mentioned, loggers, carpenters, bricklayers, miners, auto mechanics and several categories of unskilled labour.

The position of the labour force in the textile industry remained practically unchanged from the previous month, with surpluses of clothing workers in Montreal and Toronto. Many more in the secondary textile industry are on short time and material shortages have caused lay-offs in some primary mills. While the summer is normally a period of low production before work begins on fall orders, several factors have combined to accentuate the seasonal slackness. Recent bank restrictions put a halt to forward buying and in some cases forced the liquidation of retail stocks, which had been built up to record post-war levels in the early part of the year. As a result, secondary and primary producers have found their stocks piling up. As well, falling wool prices and predictions of a bumper cotton crop in the United States will likely cause retailers to reduce orders in the immediate future in the expectation of lower prices. However, the high levels of income indicate that consumer demand for clothing will not materially decline and it is known that future defence requirements are large. On this basis, primary producers were continuing to operate at capacity.

Regional Analysis

The month of June brought further substantial gains in employment to the *Atlantic* region. The full-scale resumption of fishing, farming, logging, and construction activity in all four provinces has absorbed a great many workers. Particularly heavy drains on the surplus of unskilled labour were the United States defence construction works at Goose Bay and the Seven Islands railway construction. Recruiting of harvest help for Ontario has

been light, except in Newfoundland. Fishing activity was somewhat hampered by shortages of ice, but this shortage was being overcome by importation and a rapid expansion of artificial ice manufacturing capacity. Coal mining operations in Nova Scotia were interrupted during June by a breakdown at one mine and a repetition of last year's shaft fire at another. Total number of miners affected was 775, of which 400 were laid off indefinitely. The highlight of the manufacturing scene was the announcement of a \$16 million steel plant expansion program for Sydney. A third defence shipbuilding contract has brought the Halifax total to almost \$25 million increasing the number of job opportunities there but shipbuilding activity in Saint John has been temporarily interrupted by a labour dispute.

In *Quebec*, expansion of activity and employment continued during June in agriculture, construction, logging and mining, and in the defence production sectors of manufacturing. The sustained general improvement was reflected in a further decline of 7,300 in job applications at NES offices in the Quebec region, bringing the month-end total to 39,900—2.8 per cent of the estimated civilian labour force of the region as against 3.3 per cent a month earlier. Very heavy cutting schedules, unattractive working conditions and the attraction of construction, farm and industrial employment have combined to aggravate the already severe shortages of loggers in many areas. With favourable crop prospects, demand for farm help has been generally active, and the supply of this type of labour is growing scarcer. Slackening sales since May have reduced employment in furniture manufacturing, and have aggravated the seasonal slackness in primary and secondary textiles and leather products. At the same time, employment has continued to rise in heavy industries engaged in defence production and shortages of skilled metalworkers persist. New housing starts continued to run well below the 1950 level, while the materials and manpower needs of resource development, defence construction and industrial expansion may not yet have reached sufficient volume to absorb all the slack.

In *Ontario*, reduced production schedules, accompanied by short-time work and temporary lay-offs, dotted the manufacturing scene during June. As a result of slackening sales, partially induced by higher taxes and credit restrictions and partially a natural reaction to the heavy surge of buying during the first four months of this year, the level of consumer goods

production has been cut back, and the number of available workers in several Ontario manufacturing centres was higher at the end of June than at the beginning. Job applications at NES offices totalled 39,800 at June 28, an increase of 3,600 during the month. Among the industries affected have been the manufacturers of automobiles and auto parts, household furniture and furnishings, electrical appliances, textile and leather products. The slackening in the last two industries has been more than seasonal. These lay-offs, while they do not appear to have created any particular surpluses of manpower, have slightly eased some of the spot shortages of specific skills, particularly in metal-working but it seems unlikely that most of the workers involved will be re-employed or absorbed into other jobs for some time.

The seasonal requirements for harvesting, totalling some 1,500 were being recruited in the Prairie and Maritime regions, but the movement into Ontario during June progressed more slowly than had been hoped. While this temporary shortage remains acute, the demand for year-round farm help has been partially met by immigration. The shortage of woods workers grew more acute, and is not likely to be relieved until fall. Mining output maintained its upward trend with a strong demand for experienced miners and mine beginners. The large volume of construction activity currently under way has caused a few scattered shortages of manpower.

Economic activity in the *Prairie* region approached its peak summer level during June. The heaviest demand was for able-bodied workers as the requirements for highways and railway construction were added to the continuing needs of agriculture, forestry, mining and construction. To some extent the demand was being met by students, but at the end of the month a large number of jobs were available for pulp cutters, skilled and unskilled miners, auto mechanics, farm hands and unskilled construction and railway maintenance

workers. Job applications from male workers dropped a further 3,000 to a total of 9,500, while applications from female workers remained practically stationary. With some exceptions the crop prospects in the region are very promising, but farm labour requirements have fallen off until harvest time. Spot surpluses and shortages of carpenters and other construction labour have occurred because while total investment in new construction will probably exceed that of last year by over \$100 million, much basic industry expansion and defence construction is taking place in remote areas and a disproportionate amount is taking place in Alberta.

In the *Pacific* region the downward trend in the number seeking employment continued during the first half of June. A prolonged period of dry weather seriously reduced the yield of berry crops, and the attendant fire hazard caused the closure of the majority of logging camps, putting thousands of men out of work. The resulting unemployment in these two activities was enough to reverse the trend of the previous period. Job applications from male workers showed an increase of 2,000 during the last week of the month, with the greater part recorded at Courtenay, Duncan and Nanaimo. Total for the region at June 28 was 22,300. Employment in manufacturing continued to advance slowly. The most buoyant sectors were the wood products and shipbuilding industries. The former has been stimulated by the recent confirmation of lumber contracts with the United Kingdom, while in the latter defence contracts for an \$8 million escort vessel in each of the three largest firms will probably necessitate an increase of 50 per cent in employment. The opening of salmon fishing in the northern areas caused an employment increase in canneries and large construction projects steadily absorbed an increasing number of workers. Mining developments were maturing rapidly, accompanied by a shortage of hard rock miners, mining engineers and assayers.

HOURS AND WORKING CONDITIONS IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950*

Almost all of the plant employees in the Electrical Apparatus and Supplies Industry were reported on a 5-day week in 1950, with most working 40 hours. The majority of workers were given from one to three weeks vacation with pay depending upon length of employment; and most were paid for 8 observed statutory holidays.

Information on overtime payment, regular rest and wash-up periods, and wage differentials for extra-shift operations is also presented in the following article.

There were few changes in hours and working conditions in the Electrical Apparatus and Supplies Industry, for which comparable information is available,¹ dur-

ing the year preceding October 1, 1950. However, there was a noticeable decrease in the normal weekly hours of work and a slight increase in the proportion of employees who could become eligible for a maximum vacation of three weeks with pay after long periods of employment.

Almost all of the employees in this industry were on a 5-day week in 1950, with more than half normally working 40 hours. Time and one-half was the predominant rate for overtime during the week and for work on Sundays, but double time or double time and one-half was normally paid when work was necessary on statutory holidays.

Most of the workers were employed in plants which gave annual vacations of one

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

¹ Comparable information on the normal work week, overtime payment, annual vacations with pay and statutory holidays may be obtained from the industrial breakdowns presented in the article "Working Conditions in Canadian Manufacturing Industries, October 1949", LABOUR GAZETTE, November 1950, p. 1836.

TABLE I.—THE NORMAL WORK WEEK IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950.

| Normal Weekly Hours | Canada | | Quebec | | Ontario | | Other Provinces | |
|---------------------------------------|------------------|---------------|------------------|---------------|------------------|---------------|------------------|---------------|
| | Estab-lish-ments | Plant Workers | Estab-lish-ments | Plant Workers | Estab-lish-ments | Plant Workers | Estab-lish-ments | Plant Workers |
| Establishments on a 5-Day Week | | | | | | | | |
| 40 | 56 | 21,237 | 7 | 6,847 | 37 | 13,787 | 12 | 603 |
| Over 40 and under 42½ | 9 | 5,048 | | | 9 | 5,048 | | |
| 42½ | 22 | 2,162 | 1 | 44 | 19 | 1,994 | 2 | 124 |
| Over 42½ and under 44 | 6 | 4,489 | 2 | 52 | 4 | 4,437 | | |
| 44 | 9 | 1,905 | 4 | 1,557 | 5 | 348 | | |
| 45 | 27 | 4,282 | 4 | 1,043 | 23 | 3,239 | | |
| Over 45 | 7 | 620 | 3 | 215 | 4 | 405 | | |
| Total | 136 | 39,743 | 21 | 9,758 | 101 | 29,258 | 14 | 727 |
| All Establishments | | | | | | | | |
| 40 | 56 | 21,237 | 7 | 6,847 | 37 | 13,787 | 12 | 603 |
| Over 40 and under 42½ | 9 | 5,048 | | | 9 | 5,048 | | |
| 42½ | 22 | 2,162 | 1 | 44 | 19 | 1,994 | 2 | 124 |
| Over 42½ and under 44 | 6 | 4,489 | 2 | 52 | 4 | 4,437 | | |
| 44 | 15 | 2,188 | 6 | 1,721 | 7 | 431 | 2 | 36 |
| 45 | 28 | 4,627 | 4 | 1,043 | 24 | 3,584 | | |
| Over 45 | 13 | 897 | 6 | 370 | 7 | 527 | | |
| Total | 149 | 40,648 | 26 | 10,077 | 107 | 29,808 | 16 | 763 |

week with pay after a year of employment, two weeks with pay after up to 5 years and three weeks after 20 years. More than 80 per cent of the workers in the industry were in plants which observed and paid for 8 statutory holidays although not worked.

Just over one-half of the workers received regular rest periods and just under one-half received regular wash-up periods in 1950. Almost all of the workers on the evening and night shifts were paid a wage differential for this extra-shift work.

The information in this article was obtained from 150 establishments employing about 40,500 workers engaged in the production of batteries, heavy electrical machinery and equipment, radios and radio parts, refrigerators, vacuum cleaners and appliances, and miscellaneous electrical products. About three-quarters of these employees were located in Ontario and about one-quarter in Quebec. A small number of workers, less than 2 per cent, were in Manitoba, Alberta and British Columbia. Slightly more than one-quarter of the plant workers were women.

The Normal Work Week.—The significant feature of the normal work week in

the Electrical Apparatus and Supplies Industry is the high proportion of plant workers on a 5-day week. Almost 98 per cent of the employees in this industry were reported working 5 days a week in 1950, more than half of whom were normally working a 5-day 40-hour week (Table I). This industrial group has a greater percentage of workers on a 5-day week, according to the 1950 survey, than any of the other major industrial groups in the Canadian manufacturing industries.²

Almost all of the employees in the industry were working from 40 to 45 hours a week, with just over 80 per cent working less than 44 hours. Fifty-two per cent of the workers were reported on a 40-hour week in 1950.

In Quebec, more than two-thirds of the plant workers were on a 40-hour week, and an additional 27 per cent were on a 44- or 45-hour week. There was a greater variation in the normal weekly hours in Ontario.

² See, "The Normal Work Week in Canadian Manufacturing Industries, October, 1950," *LABOUR GAZETTE*, June 1951, p. 797. The difference between the number of employees shown in that article and Table I of the present article results from the receipt of additional information since the previous article was published.

TABLE II.—ANNUAL VACATIONS WITH PAY IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950

| Length of Vacation and Service Requirements | Canada | | Quebec | | Ontario | | Other Provinces | |
|---|--------------------------|-----------------------|--------------------------|-----------------------|--------------------------|-----------------------|--------------------------|-----------------------|
| | Estab- lish- ments | Plant Work- ers | Estab- lish- ments | Plant Work- ers | Estab- lish- ments | Plant Work- ers | Estab- lish- ments | Plant Work- ers |
| Initial Vacation | | | | | | | | |
| <i>One Week With Pay After:</i> | | | | | | | | |
| Less than 1 year..... | 145 | 40,252 | 24 | 9,874 | 105 | 29,615 | 16 | 763 |
| 1 year..... | 12 | 5,863 | 2 | 5,336 | 10 | 1,527 | | |
| Service not specified..... | 129 | 35,127 | 20 | 4,410 | 94 | 28,027 | 15 | 690 |
| | 4 | 262 | 2 | 128 | 1 | 61 | 1 | 73 |
| <i>Two Weeks With Pay After:</i> | | | | | | | | |
| 1 year..... | 5 | 228 | 1 | 21 | 4 | 207 | | |
| Service not specified..... | 3 | 161 | 1 | 21 | 2 | 140 | | |
| | 2 | 67 | | | 2 | 67 | | |
| Total..... | 150 | 40,480 | 25 | 9,895 | 109 | 29,822 | 16 | 763 |
| Maximum Vacation | | | | | | | | |
| <i>Two Weeks With Pay After:</i> | | | | | | | | |
| Less than 5 years..... | 68 | 6,066 | 7 | 512 | 50 | 5,056 | 9 | 498 |
| 5 years..... | 20 | 1,570 | 2 | 84 | 15 | 1,404 | 3 | 82 |
| More than 5 years..... | 41 | 4,150 | 3 | 203 | 32 | 3,531 | 6 | 416 |
| | 5 | 346 | 2 | 225 | 3 | 121 | | |
| <i>Three Weeks With Pay After:</i> | | | | | | | | |
| 15 years..... | 53 | 32,892 | 13 | 9,279 | 33 | 23,512 | 2 | 101 |
| 20 years..... | 11 | 3,214 | 1 | 27 | 10 | 3,187 | | |
| 25 years..... | 28 | 26,829 | 9 | 8,961 | 19 | 17,868 | | |
| Other periods..... | 7 | 1,411 | 2 | 132 | 5 | 1,279 | | |
| | 7 | 1,438 | 1 | 159 | 4 | 1,178 | 2 | 101 |
| <i>Four Weeks With Pay After:</i> | | | | | | | | |
| 25 years..... | 2 | 673 | | | 2 | 673 | | |
| <i>Initial Vacation Maintained:</i> | | | | | | | | |
| One week..... | 29 | 849 | 5 | 104 | 19 | 581 | 5 | 164 |
| Two weeks..... | 26 | 750 | 5 | 104 | 16 | 482 | 5 | 164 |
| | 3 | 99 | | | 3 | 99 | | |
| Total..... | 150 | 40,480 | 25 | 9,895 | 109 | 29,822 | 16 | 763 |

Forty-six per cent of the employees in that province were working 40 hours a week, 38 per cent were working between 40 and 44 hours, and most of the remainder were normally working 45 hours.

There has been some decrease in the normal work week during the year preceding the survey in October 1950. In 1949 about 34 per cent of the employees were working 44 or 45 hours a week, whereas in 1950 the proportion in this group had reduced to 17 per cent. Correspondingly, the proportion of plant employees working less than 44 hours increased from 62 per cent in 1949 to 81 per cent in 1950.

There was no apparent change in the proportion of employees on a 5-day week during the year.

Overtime Payment.—Time and one-half was the predominant overtime payment for work after standard daily or weekly hours. However, about 20 per cent of the workers were employed in plants which reported paying time and one-half for the first 3 or 4 hours of overtime and double time thereafter.

Time and one-half was also predominant for work on Sundays, or the 7th working day of a continuous operation, but about 20 per cent of the workers were eligible to receive double time for work on this day.

Double time or double time and one-half was generally paid for work performed on statutory holidays. About 40 per cent of the employees were in plants which paid

double time for work on these holidays and about 55 per cent were in those which paid double time and one-half.

Annual Vacations with Pay.—Almost all of the plant workers in the Electrical Apparatus and Supplies Industry were employed in establishments which gave an initial vacation of one week with pay, generally after a year of employment (Table II).

All but about 2 per cent of the workers were in plants where the period of annual vacation with pay was increased as the worker's term of employment continued. Fifteen per cent of the workers could become eligible for two weeks vacation, mainly after 5 years or less of employment; and most of the remainder could become eligible for three weeks with pay, generally after 20 years. This latter group of employees are also entitled to receive an intermediate vacation period of two weeks with pay, mainly after 5 years or less of employment. A small number of employees could become eligible for a maximum vacation of four weeks after 25 years' service.

In Quebec about 94 per cent of the workers were in plants giving a maximum vacation of three weeks with pay, as compared with 79 per cent in Ontario.

During the preceding year there was a slight increase, from 76 to 81 per cent, in the proportion of employees who could become eligible for a maximum vacation of three weeks with pay.

TABLE III.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950

| Number of Statutory Holidays Observed | Canada | | Quebec | | Ontario | | Other Provinces | |
|--|--------------------------|-----------------------|--------------------------|------------------------|-------------------------|-----------------------|--------------------------|-----------------------|
| | Estab- lish- ments | Plant Work- ers | Estab- lish- ments | Plant Work- ers. | Plant lish- ments | Plant Work- ers | Estab- lish- ments | Plant Work- ers |
| Less than 7..... | 9 | 524 | | | 8 | 509 | 1 | 15 |
| 7..... | 26 | 2,049 | 14 | 813 | 12 | 1,236 | | |
| 8..... | 98 | 36,846 | 9 | 8,914 | 85 | 27,692 | 4 | 240 |
| More than 8..... | 17 | 1,061 | 2 | 168 | 4 | 385 | 11 | 508 |
| Totals..... | 150 | 40,480 | 25 | 9,895 | 109 | 29,822 | 16 | 763 |
| Number of Statutory Holidays Paid For When Not Worked | | | | | | | | |
| | | | | | | | | |
| None..... | 16 | 1,373 | 2 | 138 | 10 | 1,078 | 4 | 157 |
| 1 to 6..... | 19 | 1,059 | 3 | 246 | 15 | 656 | 1 | 157 |
| 6..... | 21 | 2,152 | | | 18 | 2,007 | 3 | 145 |
| 7..... | 17 | 1,974 | 9 | 429 | 8 | 1,545 | | |
| 8..... | 70 | 33,683 | 10 | 9,073 | 58 | 24,536 | 2 | 74 |
| More than 8..... | 6 | 230 | 1 | 9 | | | 5 | 221 |
| No Information..... | 1 | 9 | | | | | 1 | 9 |
| Total..... | 150 | 40,480 | 25 | 9,895 | 109 | 29,822 | 16 | 763 |

Ninety-six per cent of the workers in this industry were employed in plants which closed down for a vacation period. More than 85 per cent were in those which shut down for two weeks, and about 11 per cent in those which shut down for one week.

Statutory Holidays.—Almost all of the employees in the Electrical Apparatus and Supplies Industry were in plants which observed 5 or more statutory holidays in 1950 (Table III). Ninety-one per cent of the workers were in those plants which observed 8 statutory holidays and a further 5 per cent were in those which observed 7 holidays.

Less than 4 per cent of the employees in the industry, most of whom were located in Ontario, were not paid for any of the observed statutory holidays unless these days were worked. Eighty-three per cent of the workers were paid for 8 statutory holidays when not worked, and about 5 per cent each were paid for 6 and 7 observed holidays. In Quebec a higher proportion of the workers were paid for all of the observed statutory holidays than in Ontario.

There was almost no change in the numbers of observed and paid statutory holidays during the year previous to the 1950 survey.

Rest and Wash-up Periods.—About 54 per cent of the workers in the industry were permitted regular rest periods and 46 per cent were permitted regular wash-up periods (Table IV). Most of those receiving recognized rest periods, about 80 per cent, were given two 10-minute periods, and a further 12 per cent were given one 10-minute period daily.

There was more variation in the number and length of the recognized wash-up periods. Forty per cent of the workers receiving these wash-up periods were given one 5-minute period daily, 26 per cent were given two 5-minute periods, and 22 per cent were given two periods of less than 5 minutes each.

Shift Differentials.—Approximately 11 per cent of the workers in the Electrical Apparatus and Supplies Industry were reported to be on an other than day shift at the time of the 1950 survey, about 8 per cent of whom were on the 2nd or afternoon shift and 3 per cent on the 3rd or night shift (Table V).

Almost all of these extra-shift employees were paid a wage differential for their shift work. About 46 per cent of the workers receiving a wage bonus for work

on the afternoon shift were paid 6 cents an hour, 23 per cent were paid 5 cents an hour and almost 20 per cent were paid an extra 10 per cent of their regular wage.

Just under 60 per cent of the workers on the night shift were paid a shift bonus of from 6 to 10 cents an hour, with 22 per cent being paid 6 cents. About one-third of the workers were paid a bonus of 10 per cent of their wage.

TABLE IV.—REST AND WASH-UP PERIODS IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950

| Number and Length of Rest and Wash-up Periods | Number of Plant Workers | |
|---|-------------------------|-----------------|
| | Rest Periods | Wash-up Periods |
| <i>One period of:</i> | | |
| 5 minutes..... | | 7,740 |
| 10 minutes..... | 2,679 | 178 |
| Other..... | 211 | 272 |
| <i>Two periods of:</i> | | |
| Less than 5 minutes..... | | 4,067 |
| 5 minutes..... | | 4,766 |
| 10 minutes..... | 17,211 | 86 |
| 15 minutes..... | 878 | |
| Other..... | 713 | 154 |
| <i>Other periods.....</i> | 74 | 511 |
| <i>Informally permitted.....</i> | 24 | 840 |
| Total..... | 21,790 | 18,614 |
| <i>Allowed to part of plant only.....</i> | 130 | |
| <i>Not allowed or information not reported.....</i> | 18,560 | 21,866 |
| Total..... | 40,480 | 40,480 |

TABLE V.—SHIFT DIFFERENTIALS IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950

| Shift Differential | Number of Plant Workers | |
|---|-------------------------|-----------|
| | 2nd shift | 3rd shift |
| <i>Cents per hour:</i> | | |
| Less than 5 cents..... | 18 | 1 |
| 5 cents..... | 698 | 68 |
| 6 cents..... | 1,409 | 288 |
| 7 to 10 cents..... | 176 | 501 |
| <i>Per cent:</i> | | |
| 5% to 8%..... | 107 | |
| 10%..... | 592 | 442 |
| <i>Other differential.....</i> | 36 | |
| Total..... | 3,036 | 1,300 |
| <i>No differential paid or no information reported.....</i> | 79 | 9 |
| Total on shift..... | 3,115 | 1,309 |

WAGES, HOURS AND WORKING CONDITIONS IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950*

The following article presents information on hours and working conditions of plant employees engaged in the smelting, refining or manufacture of products of non-ferrous metals. These non-ferrous metals include lead, zinc, aluminum, nickel, copper, magnesium, gold and silver.

Average hourly wage rates for many representative occupations in the brass and copper products industry are also presented below.

The majority of workers in the Non-ferrous Metal Products Industry were normally working 45 hours a week or less at October 1, 1950, although more than one-third were reported on a 48-hour week. Time and one-half was the predominant rate for overtime work after standard daily or weekly hours and for work on Sundays, but double time was the predominant payment for work on statutory holidays.

Most of the workers were in plants which gave an initial vacation with pay of one week after a year of employment and two weeks with pay after, mainly, 5 years. About one-third of the workers were in plants which also gave a further vacation of three weeks with pay, generally after 25 years of employment. Plants employing 40 per cent of the employees were closed down for a vacation period in 1950.

Ninety-five per cent of the employees were in plants which observed from 6 to 9 statutory holidays and 57 per cent were in those which paid for 6 to 8 of the holidays when these days were not worked.

About one-half of the plant employees were given regular daily rest periods and one-third were given regular wash-up periods. Almost all of the workers on extra-shift operations were paid a wage differential for their shift work.

Average hourly wage rates for 19 representative occupations in the Brass and Copper Products Industry ranged from 89 cents for Labourers to \$1.38 for Elec-

tricians. The wage rates generally averaged lower in Quebec than in Ontario, and lower in Montreal than in Toronto.

The survey of the Non-ferrous Metal Products Industry in 1950 covered some 165 establishments employing 27,262 plant workers. About 40 per cent of these workers were engaged in non-ferrous metal smelting and refining, 25 per cent in the manufacture of brass and copper products, 20 per cent aluminum products, and the remainder producing jewellery and silverware, white metal alloys, or miscellaneous non-ferrous metal products. The non-ferrous metals include lead, zinc, aluminum, nickel, magnesium, gold, silver cadmium, tin and cobalt.

Just under one-half of the workers were employed in Ontario, about 35 per cent in Quebec and 11 per cent in British Columbia. A small proportion of workers, about 2 per cent, were reported in New Brunswick, Manitoba and Alberta. Eight per cent of the employees included in the survey were women.

Average Wage Rates.—Average hourly wage rates and the 80 per cent ranges of hourly rates are shown in Table I for 19 representative occupations in the Brass and Copper Products division of the Non-ferrous Metal Products Industry. Averages for Canada as a whole, together with averages and ranges for the provinces of Quebec and Ontario and the cities of Montreal and Toronto, are presented in this table.

Electricians were paid the highest average hourly rate at October 1950, the Canada average being \$1.38; and Tool and Die Makers were paid the next highest average rate, \$1.34 for Canada as a whole. The

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

TABLE I.—AVERAGE HOURLY WAGE RATES IN THE BRASS AND COPPER PRODUCTS INDUSTRY, OCTOBER 1953

| Occupation | Canada (1) | | Province of Quebec | | City of Montreal | | Province of Ontario | | City of Toronto | |
|---------------------------|---------------|--------------|--------------------|--------------|------------------|--------------|---------------------|--------------|-----------------|--------------|
| | Average | Range (2) | Average | Range (2) | Average | Range (2) | Average | Range (2) | Average | Range (2) |
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Assembler..... | 1.10 | .82-1.19 | 1.00 | .82-1.19 | 1.00 | .82-1.19 | 1.24 | 1.00-1.08 | 1.12 | .95-1.27 |
| Buffer and Polisher..... | 1.20 | .86-1.13 | .97 | .86-1.13 | 1.00 | .90-1.19 | 1.33 | 1.05-1.86 | 1.24 | 1.01-1.80 |
| Carpenter..... | 1.24 | .96-1.24 | 1.17 | .96-1.24 | 1.18 | 1.08-1.24 | 1.25 | 1.03-1.44 | 1.34 | 1.31-1.44 |
| Coremaker..... | 1.27 | .86-1.42 | 1.27 | .86-1.42 | 1.32 | 1.11-1.42 | 1.26 | 1.00-1.38 | 1.25 | 1.08-1.36 |
| Electrician..... | 1.38 | 1.34-1.40 | 1.39 | 1.34-1.40 | 1.39 | 1.34-1.40 | 1.36 | 1.10-1.49 | 1.42½ | ..... |
| Furnace Operator..... | 1.16 | .85-1.25 | 1.02 | .85-1.25 | 1.08 | .90-1.25 | 1.18 | 1.00-1.46 | 1.18 | 1.00-1.46 |
| Grinder..... | 1.08 | .92-1.12 | 1.08 | .92-1.12 | 1.10 | .92-1.12 | 1.12 | .86-1.51 | 1.27 | ..... |
| Labourer..... | .89 | .70-.99 | .84 | .70-.99 | .85 | .75-.99 | .98 | .80-1.15 | 1.00 | .90-1.15 |
| Lathe Operator..... | 1.20 | .71-1.29 | 1.00 | .71-1.29 | 1.01 | .71-1.29 | 1.28 | 1.05-1.82 | 1.09 | 1.05-1.22 |
| Machinist..... | 1.24 | .95-1.36 | 1.15 | .95-1.36 | 1.20 | 1.10-1.36 | 1.37 | 1.20-1.56 | 1.40 | 1.20-1.56 |
| Millwright..... | 1.20 | 1.00-1.34 | 1.15 | 1.00-1.34 | 1.15 | 1.00-1.34 | 1.27 | 1.13-1.49 | 1.29 | ..... |
| Moulder..... | 1.24 | .86-1.37 | 1.16 | .86-1.37 | 1.17 | .92-1.39 | 1.34 | 1.13-1.78 | 1.28 | 1.15-1.36 |
| Patternmaker..... | 1.25 | .98-1.47 | 1.22 | .98-1.47 | 1.28 | 1.13-1.47 | 1.28 | 1.18-1.40 | ..... | ..... |
| Plater..... | 1.09 | .83-1.12 | .96 | .83-1.12 | 1.07 | ..... | 1.12 | 1.02-1.30 | 1.36 | ..... |
| Pourer..... | 1.18 | ..... | 1.11 | ..... | 1.11 | ..... | 1.29 | ..... | ..... | ..... |
| Shipper and Receiver..... | 1.07 | .83-1.23 | 1.01 | .83-1.23 | 1.00 | .83-1.23 | 1.08 | .96-1.23 | 1.12 | 1.01-1.35 |
| Tool and Die Maker..... | 1.34 | 1.16-1.67 | 1.36 | 1.16-1.67 | 1.36 | 1.16-1.67 | 1.35 | 1.20-1.50 | 1.38 | 1.24-1.52 |
| Truck Driver..... | 1.14 | .94-1.15 | 1.08 | .94-1.15 | 1.08 | .94-1.15 | 1.17 | .90-1.29 | 1.17 | .90-1.29 |
| Welder..... | 1.32 | 1.16 | 1.16 | ..... | 1.26 | ..... | 1.38 | ..... | 1.13½ | ..... |

1 Canada averages include some workers in New Brunswick, Alberta and British Columbia.
 2 The ranges include the middle 80 per cent of the workers used in the calculation of the averages.

average rate for Labourers, 89 cents, was the lowest Canada average of the 19 selected occupations listed in Table I.

In general, the average wage rates were lower in Quebec than in Ontario and, comparing the two cities shown, were lower in Montreal than in Toronto.

The Normal Work Week.—The majority of plant employees in the Non-ferrous Metal Products Industry, just under 60 per cent, were normally working 45 hours a week or less at the time of the 1950 survey (Table II). However, the largest single group of workers, 37 per cent, were reported on a 48-hour week. About 30 per cent of the employees were normally working 44 or 45 hours a week, and about the same proportion were working less than 44 hours.

Most of the workers reported on a 48-hour week were located in Quebec. In that province about 77 per cent of the workers were on a normal 48-hour week and a further 17 per cent were on a 44- or 45-hour week. In Ontario, more than three-quarters of the employees were normally working 45 hours a week or less, with about 43 per cent working 44 or 45 hours. Almost 19 per cent of the workers in Ontario were on a 48-hour week. Most of the workers in British Columbia were reported to be working a normal week of 42 hours.

Fifty-seven per cent of the plant workers were reported on a 5-day week in 1950, an increase from 48 per cent a year earlier. Almost all of the employees on a 5-day week were working 45 hours a week or less, with 40 per cent working 40 hours and 28 per cent 45 hours. About 93 per cent of

the workers in British Columbia and 70 per cent in Ontario were reported on a 5-day week, whereas less than one-quarter of the workers in Quebec were reported in this group.

Overtime Payment.—One and one-half times the regular wage was the general payment for work after standard daily or weekly hours and for work on Sunday (or the 7th working day where the operation is continuous). Double time for work on Sunday, however, was reported paid by establishments employing more than 12 per cent of the workers.

Double time was predominant overtime payment for work on statutory holidays. About 60 per cent of the workers were employed in establishments which paid double time for work on statutory holidays; and 15 per cent were in those which paid two and one-half times the regular rates for work done on these holidays.

Annual Vacations with Pay.—Almost all of the employees in the Non-ferrous Metal Products Industry, for which information on vacations was received in 1950, were in establishments which reported an initial vacation period of one week with pay, mainly after a year of employment (Table III). Most of the remainder were in those which reported an initial vacation of two weeks with pay.

About 88 per cent of the workers were employed in establishments which increased the period of vacation with pay as the worker's term of employment continued. Almost all of these workers could become eligible for a vacation of two weeks with

TABLE II.—THE NORMAL WORK WEEK IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

| Normal Weekly Hours | Canada | | Quebec | | Ontario | | British Columbia | | Other Provinces | |
|---------------------------------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|
| | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers |
| Establishments on a 5-Day Week | | | | | | | | | | |
| 40 and less..... | 46 | 2,489 | 8 | 147 | 27 | 2,070 | 9 | 220 | 2 | 52 |
| Over 40 and under 44..... | 12 | 3,949 | 1 | 69 | 9 | 931 | 2 | 2,949 | ..... | ..... |
| 44..... | 10 | 1,722 | 3 | 829 | 6 | 874 | 1 | 19 | ..... | ..... |
| 45..... | 36 | 3,988 | 7 | 778 | 28 | 2,863 | ..... | ..... | 1 | 347 |
| Over 45..... | 20 | 3,171 | 9 | 658 | 11 | 2,513 | ..... | ..... | ..... | ..... |
| Total..... | 124 | 15,319 | 28 | 2,481 | 81 | 9,251 | 12 | 3,188 | 3 | 399 |
| All Establishments | | | | | | | | | | |
| 40 and less..... | 46 | 2,489 | 8 | 147 | 27 | 2,070 | 9 | 220 | 2 | 52 |
| Over 40 and under 44..... | 15 | 5,581 | 1 | 69 | 11 | 2,557 | 2 | 2,949 | 1 | 6 |
| 44..... | 26 | 2,998 | 5 | 894 | 15 | 1,704 | 3 | 225 | 3 | 175 |
| 45..... | 38 | 5,064 | 8 | 805 | 29 | 3,912 | ..... | ..... | 1 | 347 |
| Over 45 and under 48..... | 14 | 683 | 5 | 218 | 9 | 465 | ..... | ..... | ..... | ..... |
| 48..... | 21 | 10,163 | 13 | 7,711 | 8 | 2,452 | ..... | ..... | ..... | ..... |
| Over 48..... | 5 | 284 | 4 | 238 | 1 | 46 | ..... | ..... | ..... | ..... |
| Total..... | 165 | 27,262 | 44 | 10,082 | 100 | 13,206 | 14 | 3,394 | 7 | 580 |

pay, generally after 5 years of employment, and about 40 per cent of this group could have their paid vacation period further increased to three weeks, mainly after 25 years. A small number of workers could become eligible for a vacation of four weeks with pay after long service with the company.

Ten per cent of the workers in Quebec, 35 per cent in Ontario and 86 per cent in British Columbia are in the group which could become eligible for a maximum vacation of three weeks with pay.

During the previous year there was little change in the annual vacation with pay policy in this industry. However, there was some increase, 21 to 32 per cent, in the proportion of workers who could receive three weeks with pay after longer periods of employment.

Plants employing 40 per cent of the workers in the industry were reported to be closed down for a vacation period. About 43 per cent of these workers were employed in those plants which closed down

for one week, about 45 per cent in those which closed down for two weeks, and the remainder in those which closed down for other periods.

Statutory Holidays.—All of the employees in the Non-ferrous Metal Products Industry were employed in establishments which observed 3 or more statutory holidays in 1950, with 95 per cent in those observing 6 to 9 days (Table IV). Plants employing the largest group of workers, one-third, reported observing 8 statutory holidays, while those employing the next largest groups, about one-quarter each, reported 6 and 9 days.

Slightly more than one-half of the workers in Quebec were in plants which observed 9 statutory holidays, about the same proportion in Ontario were in those which observed 8 holidays, and 85 per cent in British Columbia in plants which observed 6 such days.

These statutory holidays are the number of days when the establishment is normally not operating because of Federal, Pro-

TABLE III.—ANNUAL VACATIONS WITH PAY IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

| Length of Vacation and Service Requirement | Canada | | Quebec | | Ontario | | British Columbia | | Other Provinces | |
|--|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|
| | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers |
| INITIAL VACATION | | | | | | | | | | |
| <i>One Week with Pay after:</i> | 151 | 26,288 | 40 | 9,789 | 91 | 12,553 | 13 | 3,329 | 7 | 617 |
| Less than 1 year..... | 22 | 1,904 | 8 | 892 | 12 | 935 | | | 2 | 77 |
| 1 year..... | 126 | 23,927 | 32 | 8,897 | 76 | 11,161 | 13 | 3,329 | 5 | 540 |
| Service not specified..... | 3 | 457 | | | 3 | 457 | | | | |
| <i>Between One and Two Weeks:</i> | 1 | 25 | 1 | 25 | | | | | | |
| <i>Two Weeks with Pay after:</i> | 11 | 868 | 2 | 230 | 8 | 573 | 1 | 65 | | |
| Less than 1 year..... | 2 | 100 | | | 1 | 35 | 1 | 65 | | |
| 1 year..... | 7 | 589 | 1 | 75 | 6 | 514 | | | | |
| Service not specified..... | 2 | 179 | 1 | 155 | 1 | 24 | | | | |
| Total | 163 | 27,181 | 43 | 10,044 | 99 | 13,126 | 14 | 3,394 | 7 | 617 |
| MAXIMUM VACATION | | | | | | | | | | |
| <i>Two Weeks with Pay after:</i> | 78 | 14,739 | 20 | 7,229 | 63 | 7,313 | 2 | 57 | 3 | 140 |
| Less than 5 years..... | 27 | 1,712 | 9 | 388 | 16 | 1,258 | 1 | 30 | 1 | 36 |
| 5 years..... | 49 | 12,808 | 11 | 6,841 | 35 | 5,836 | 1 | 27 | 2 | 104 |
| More than 5 years..... | 2 | 219 | | | 2 | 219 | | | | |
| <i>Three Weeks with Pay after:</i> | 24 | 8,566 | 4 | 1,024 | 15 | 4,551 | 3 | 2,914 | 2 | 77 |
| 25 years..... | 17 | 7,674 | 4 | 1,024 | 8 | 3,659 | 3 | 2,914 | 2 | 77 |
| Other periods..... | 7 | 892 | | | 7 | 892 | | | | |
| <i>Four Weeks with Pay after:</i> | | | | | | | | | | |
| 20 to 30 years..... | 3 | 484 | 1 | 326 | 2 | 158 | | | | |
| <i>Other Vacation Periods</i> | 1 | 52 | 1 | 52 | | | | | | |
| <i>Initial Vacation Maintained</i> | 57 | 3,340 | 17 | 1,413 | 29 | 1,104 | 9 | 423 | 2 | 400 |
| One week with pay..... | 48 | 2,774 | 14 | 1,158 | 24 | 855 | 8 | 358 | 2 | 400 |
| Between 1 and 2 weeks..... | 1 | 25 | 1 | 25 | | | | | | |
| Two weeks with pay..... | 8 | 541 | 2 | 230 | 5 | 246 | 1 | 65 | | |
| Total | 163 | 27,181 | 43 | 10,044 | 99 | 13,126 | 14 | 3,394 | 7 | 617 |

vincial or Municipal holidays, or religious holidays regularly observed by the closing of the plant.

Only 6 per cent of the workers in 1950, compared with 14 per cent in 1949, were not paid for any of the observed statutory holidays unless these days were worked. About 57 per cent of the workers were paid for 6 to 8 of the statutory holidays when not worked and a further 19 per cent were paid for 2 holidays not worked. Almost all of this latter group were employed in Quebec plants.

Sixty per cent of the workers in Quebec were paid for 2 or 3 statutory holidays, 82 per cent in Ontario were paid for 6, 7 or 8 days, and 85 per cent in British Columbia were paid for 6 holidays when not worked.

During the year previous to the 1950 survey there was an increase in the proportion of employees being paid for some or all of the observed statutory holidays when not worked, as mentioned above, and a few increases in the number of these holidays being paid for. For example, one-quarter of the workers were paid for 7 or more statutory holidays in 1950 compared with about 14 per cent in 1949.

Rest and Wash-up Periods.—Forty per cent of the plant workers in the Non-ferrous Metal Products Industry were employed in establishments which gave regular rest periods, and a further 19 per cent were in those which reported giving rest periods to part of the plant only (Table V). More than one-half of the workers given recognized rest periods received two 10-minute periods daily.

About one-third of the workers were reported to be given regular wash-up periods. The largest group of these workers, about 36 per cent, were given two 5-minute wash-up periods; and about 30 per cent of the workers were given a single wash-up period daily, of from 5 to 15 minutes.

Shift Differentials.—Just under one-quarter of the workers in the industry were reported on extra-shift operations at the time of the 1950 survey, 14 per cent on the 2nd (afternoon) shift and 10 per cent on the 3rd (night) shift.

Eighty-eight per cent of the workers on the afternoon shift and more than 96 per cent of those on the night shift were reported paid a wage differential for this

TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

| Number of Statutory Holidays Observed | Canada | | Quebec | | Ontario | | British Columbia | | Other Provinces | |
|---------------------------------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|----------------|
| | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers | Estab-lish-ments | Plant Work-ers |
| Less than 6..... | 8 | 881 | 2 | 535 | 6 | 346 | ..... | ..... | ..... | ..... |
| 6..... | 23 | 7,047 | 9 | 916 | 13 | 3,247 | 1 | 2,884 | ..... | ..... |
| 7..... | 24 | 3,334 | 12 | 1,317 | 11 | 2,008 | 1 | 9 | ..... | ..... |
| 8..... | 72 | 9,036 | 9 | 1,804 | 58 | 6,964 | 4 | 206 | 1 | 62 |
| 9..... | 27 | 6,442 | 6 | 5,179 | 10 | 543 | 7 | 278 | 4 | 442 |
| More than 9..... | 9 | 441 | 5 | 293 | 1 | 18 | 1 | 17 | 2 | 113 |
| Total..... | 163 | 27,181 | 43 | 10,044 | 99 | 13,126 | 14 | 3,394 | 7 | 617 |

| Number of Statutory Holidays Paid For When Not Worked | | | | | | | | | | |
|---|-----|--------|-------|--------|----|--------|-------|-------|-------|-------|
| None..... | 41 | 1,687 | 14 | 815 | 15 | 500 | 8 | 216 | 4 | 156 |
| 1..... | 5 | 302 | 1 | 163 | 4 | 139 | ..... | ..... | ..... | ..... |
| 2..... | 7 | 5,022 | 4 | 4,984 | 3 | 38 | ..... | ..... | ..... | ..... |
| 3..... | 9 | 1,192 | 5 | 1,019 | 4 | 173 | ..... | ..... | ..... | ..... |
| 4..... | 7 | 1,377 | 1 | 529 | 6 | 848 | ..... | ..... | ..... | ..... |
| 5..... | 9 | 1,062 | 3 | 737 | 4 | 237 | 2 | 88 | ..... | ..... |
| 6..... | 27 | 9,365 | 6 | 672 | 20 | 5,809 | 1 | 2,884 | ..... | ..... |
| 7..... | 8 | 2,571 | 3 | 535 | 5 | 2,036 | ..... | ..... | ..... | ..... |
| 8..... | 37 | 3,542 | 4 | 551 | 31 | 2,804 | 2 | 187 | ..... | ..... |
| More than 8..... | 12 | 640 | 2 | 39 | 6 | 121 | 1 | 19 | 3 | 461 |
| No information..... | 1 | 421 | ..... | ..... | 1 | 421 | ..... | ..... | ..... | ..... |
| Total..... | 163 | 27,181 | 43 | 10,044 | 99 | 13,126 | 14 | 3,394 | 7 | 617 |

TABLE V.—REST AND WASH-UP PERIODS IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

| Number and Length of Rest and Wash-up Periods | Number of Plant Workers | |
|---|-------------------------|-----------------|
| | Rest Periods | Wash-up Periods |
| <i>One period of:</i> | | |
| 5 minutes..... | 987 | 610 |
| 10 minutes..... | 1,007 | 1,170 |
| 15 minutes..... | 39 | 140 |
| Other..... | | |
| <i>Two periods of:</i> | | |
| 5 minutes..... | 24 | 3,251 |
| 10 minutes..... | 6,426 | 863 |
| 15 minutes..... | 946 | 192 |
| Other..... | 538 | 1,416 |
| <i>Other periods.....</i> | 798 | 462 |
| <i>Informally permitted.....</i> | 155 | 113 |
| Total..... | 10,920 | 9,164 |
| <i>Allowed to part of plant only.....</i> | 5,076 | 454 |
| <i>Not allowed or information not reported.....</i> | 11,266 | 17,644 |
| Total..... | 27,262 | 27,262 |

shift work (Table VI). The majority of workers receiving a shift differential were paid a bonus of 5 cents an hour or less, although about 30 per cent of those on the night shift were paid a bonus of from 7 to 10 cents an hour.

TABLE VI.—SHIFT DIFFERENTIALS IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

| Shift Differential | Number of Plant Workers | |
|---|-------------------------|-----------|
| | 2nd shift | 3rd Shift |
| <i>Cents per hour:</i> | | |
| Less than 4 cents..... | 1,137 | 1,046 |
| 4 cents..... | 1,102 | 47 |
| 5 cents..... | 875 | 570 |
| 7 to 10 cents..... | 16 | 757 |
| <i>Per cent</i> | | |
| 2½% to 10%..... | 216 | 4 |
| <i>Other differential.....</i> | 14 | 165 |
| Total..... | 3,360 | 2,589 |
| <i>No differential paid or no information reported.....</i> | 456 | 100 |
| Total on shift..... | 3,816 | 2,689 |

WAGE RATES IN BUILDING CONSTRUCTION, OCTOBER, 1950

A check of the data used as a basis for compiling the table on wage rates in the Construction industry indicates the need of revision in certain rates, mostly in Ontario and the Western provinces. The following table replaces, therefore, the latter part of Table I on page 868 of the June issue:

| Locality | Average Wage Rates per Hour | | | | | |
|----------------------------|-----------------------------|----------|------------|----------|---------------------|-----------|
| | Electricians | Painters | Plasterers | Plumbers | Sheet Metal Workers | Labourers |
| | \$ | \$ | \$ | \$ | \$ | \$ |
| Quebec— | | | | | | |
| Trois Rivières..... | 1.10 | 1.00 | 1.30 | 1.10 | 1.10 | .80 |
| Ontario— | | | | | | |
| Belleville..... | 1.10 | 1.00 | 1.65 | 1.40 | 1.40 | .75 |
| Brantford..... | 1.25 | 1.00 | 1.30 | 1.50 | .95 | .85 |
| Fort William..... | 1.55 | 1.20 | 1.70 | 1.55 | 1.55 | .90 |
| Guelph..... | 1.05 | 1.00 | 1.30 | 1.45 | 1.00 | .85 |
| Hamilton..... | 1.65 | 1.30 | 1.90 | 1.70 | 1.45 | .90 |
| Kingston..... | 1.35 | 1.15 | 1.50 | 1.40 | 1.20 | .75 |
| Kitchener..... | 1.20 | 1.00 | 1.50 | 1.60 | 1.15 | .90 |
| London ¹ | 1.55 | 1.10 | 1.90 | 1.65 | 1.15 | .85 |
| Ottawa..... | 1.50 | 1.10 | 1.50 | 1.70 | 1.57 | .75 |
| Peterborough..... | 1.10 | 1.00 | 1.50 | 1.35 | 1.25 | .80 |
| Port Arthur..... | 1.55 | 1.20 | 1.70 | 1.55 | 1.50 | .90 |
| St. Catharines..... | 1.30 | 1.00 | 1.50 | 1.60 | 1.50 | .85 |
| Toronto ² | 1.85 | 1.50 | 2.00 | 1.85 | 1.85 | .95 |
| Windsor..... | 1.92 | 1.35 | 1.70 | 1.85 | 1.70 | 1.05 |
| Manitoba— | | | | | | |
| Brandon..... | 1.30 | 1.20 | 1.50 | 1.35 | 1.10 | .80 |
| Winnipeg..... | 1.50 | 1.20 | 1.75 | 1.65 | 1.10 | .80 |
| Saskatchewan— | | | | | | |
| Moose Jaw..... | 1.10 | 1.10 | 1.50 | 1.53 | 1.35 | .75 |
| Prince Albert..... | 1.10 | .90 | 1.35 | 1.30 | 1.20 | .75 |
| Regina..... | 1.50 | 1.25 | 1.70 | 1.55 | 1.35 | .85 |
| Saskatoon..... | 1.40 | 1.10 | 1.55 | 1.50 | 1.10 | .85 |
| Alberta— | | | | | | |
| Calgary ³ | 1.55 | 1.35 | 1.75 | 1.60 | 1.60 | .95 |
| Edmonton..... | 1.70 | 1.30 | 1.85 | 1.70 | 1.60 | .98 |
| Medicine Hat..... | 1.35 | 1.00 | 1.35 | 1.25 | 1.25 | .80 |
| Lethbridge..... | 1.40 | 1.10 | 1.50 | 1.40 | 1.30 | .85 |
| British Columbia— | | | | | | |
| Prince Rupert..... | 1.70 | 1.25 | 1.75 | 1.70 | 1.60 | 1.10 |
| Vancouver..... | 1.75 | 1.50 | 1.85 | 1.75 | 1.80 | 1.20 |
| Victoria..... | 1.75 | 1.45 | 1.75 | 1.65 | 1.73 | 1.18 |

¹ Carpenters 1.50

² Bricklayers and Masons 1.95; Carpenters 1.75

³ Bricklayers and Masons 1.80.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index increased 1.9 per cent between June 1 and July 3 to reach 187.6 as compared to 184.1 for the previous month. The increase was almost entirely due to foods which advanced 4.1 per cent to 249.7. Increases were concentrated in meat, eggs and fresh vegetables, and it is estimated that at least one-half of the advance in the food index was seasonal in nature. Increases in eggs, potatoes and carrots which accounted for over one-third of the advance followed the usual course of June prices for these items. Changes in meats, particularly pork, were larger than seasonal.

All groups other than foods added only 0.2 per cent to the rise in the total index. The fuel and light index rose 0.7 per cent to 147.2 following increases in coal and coke in Quebec and Ontario. Small and scattered increases in the clothing group advanced this index 0.2 per cent to 202.9. Home furnishings and services also rose 0.2 per cent to reach 197.4. Slightly higher prices for drug and personal care items, hospitals, tobacco and newspapers moved the miscellaneous index 0.9 per cent higher to 142.2. Rents were not surveyed during July and the index remained unchanged at 139.8.

From August 1939 to July 1951, the increase in the cost-of-living index was 86.1 per cent.

Cost of Living in Eight Cities, June, 1951

Cost-of-living indexes for the eight regional centres registered further increases between May and June, coinciding with the advance in the Dominion index. Higher food prices lent principal support, although clothing and home furnishings and light costs were steady at all centres. Among foods seasonal strength was noted for eggs and fresh vegetables, while meats and dairy products were higher also. Fruits were slightly easier, due mainly to a decrease in oranges. The quarterly survey of rents which occurred in June was reflected in advances for all rental series except that for Saskatoon. Fuel and light costs were steady at all centres, while changes in miscellaneous items were narrow.

Between May 1 and June 1 composite city cost-of-living index changes were: Montreal +3.2 to 190*4; Vancouver +2.4

to 185.3; Halifax +2.1 to 171.5; Saint John +1.9 to 179.3; Winnipeg +1.7 to 177.4; Toronto +1.3 to 179.9; Saskatoon +1.3 to 180.3; and Edmonton +1.1 to 176.4.

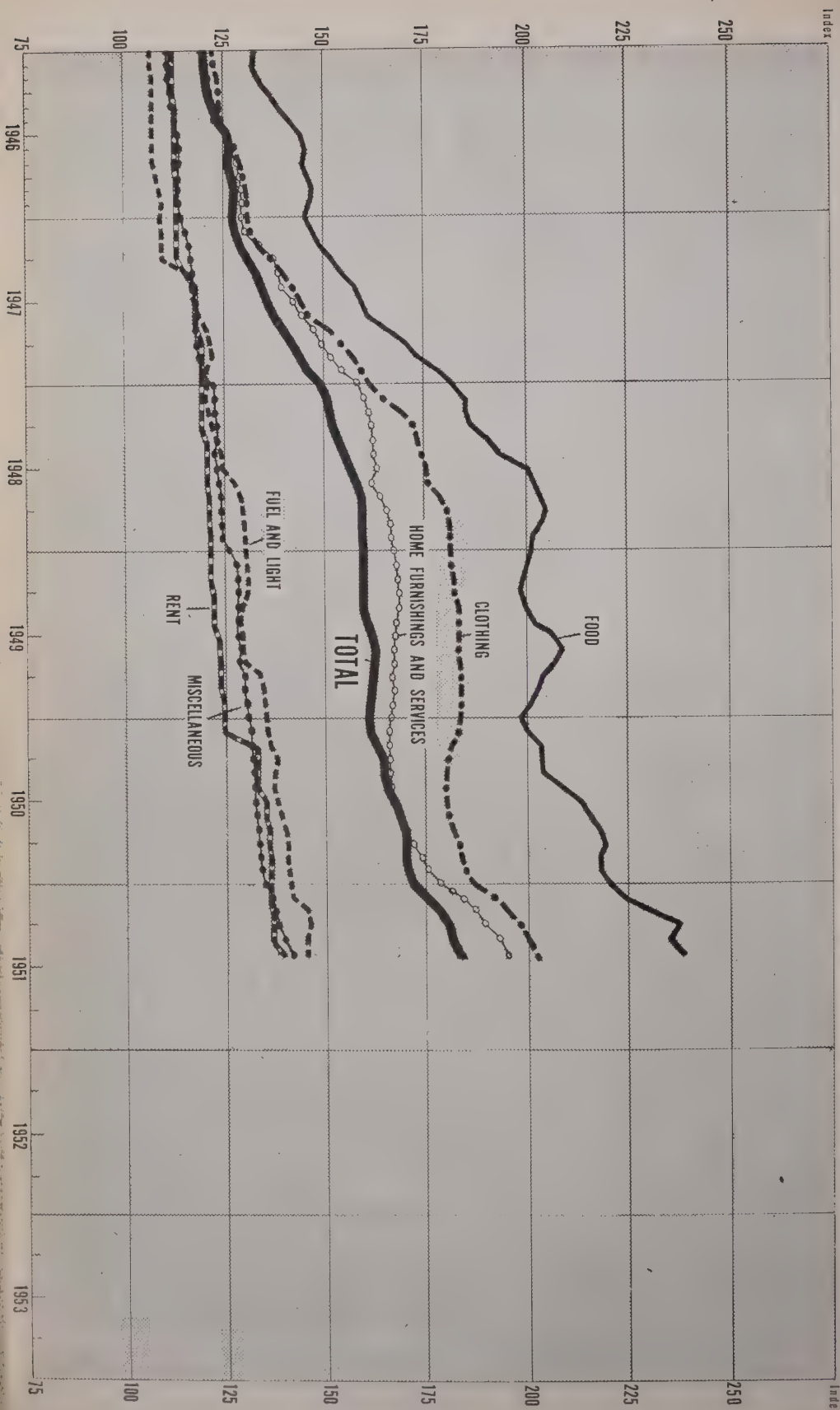
Wholesale Prices, May, 1951

The General Wholesale Price Index receded 0.1 per cent to 241.9 in May, the first decline in this series since October 1950. Of the eight major groups, Textile Products and Vegetable Products showed a downward tendency, while the remaining six groups recorded fractional gains. Textile Products moved down 2.5 per cent to 316.5, as a continuance of declines from peak levels in raw wool, worsted yarns and woollen cloth more than offset increases in cotton thread, wool blankets and nylon hosiery. Vegetable Products eased 0.8 per cent to 220.0, in response to decreases, chiefly in grains, vegetable oils and raw rubber, which outweighed advances in sugar and livestock feeds.

Among group increases, Iron and its Products led with a gain of 0.9 per cent to 206.4, which was due entirely to increases in steel and cast-iron scrap. Advances in hogs, cured meats, eggs and leather footwear combined to raise Animal Products 0.8 per cent to 299.1; within the same classification fishery products, hides and skins, poultry and fats moved down. Non-metallic minerals increased 0.4 per cent to 169.6, influenced by price increases in petroleum products, glassware and sewer pipe. Scattered increases among drug and paint materials raised the Chemical Products index 0.3 per cent to 188.0. Gains of 0.2 per cent were recorded by Non-ferrous metals at 176.3 and Wood Products at 294.3.

Among important commodity price increases between April and May were the following: onions, No. 1 Ontario, 26.9 per cent, woollen blankets 26.7 per cent, camphor gum 23.3 per cent, steel scrap, heavy melting, 19.2 per cent, raw sugar, Montreal, 16.2 per cent, lubricating oil 14.9 per cent, cotton thread 13.3 per cent, pork carcass, Winnipeg, 12.2 per cent, lamb carcass, Toronto, 11.1 per cent, eggs, Grade A large, Calgary, 10.9 per cent, hogs, B1 dressed, Toronto, 9.0 per cent. Price decreases in the same period were recorded as follows: worsted yarn, 2 ply 18s 50s, 20.0 per cent, potatoes, Winnipeg, 17.8 per cent, crushed stone, Montreal, 16.1 per cent, cocoanut oil 15.1 per cent, raw wool, New Zealand 50/56s, 12.9 per cent, quinine sulphate 12.9 per cent, wool cloth

* See Tables F-1 to F-6.



12.7 per cent, halibut, frozen, 12.5 per cent, flax, No. 1 CW 10.6 per cent, raw wool, domestic eastern bright, 9.2 per cent.

The index of Canadian Farm Product prices at terminal markets eased .04 per cent to 256.5. Field Products dropped

2.5 per cent to 177.0, largely in response to lower prices for eastern grains and hay. Increases in livestock and eggs outweighed recessions in raw wool prices to raise the Animal Products index 1.4 per cent to 336.1.

STRIKES AND LOCKOUTS

Canada, June, 1951*

There was a sharp increase in strike activity, the number of strikes and lockouts, the workers involved and the resulting time loss being substantially above the figures for the previous month and for June, 1950. The high time loss in June has increased the cumulative loss for the first six months of this year by more than 65,000 days above the total for the first half of last year. The question of increased wages was the most pressing demand of the month. Of the 52 strikes and lockouts in existence, 35 stoppages arose out of disputes over wage increases, involved 80 per cent of the total workers and caused 93 per cent of the total loss. Three of the largest stoppages, which involved half the total workers and caused 70 per cent of the total loss, were rubber factory workers at Bowmanville and New Toronto, Ont., sewing machine factory workers at St. Johns, P.Q., and screw and gear factory workers at Toronto, Ont.

Preliminary figures for June, 1951, show 52 strikes and lockouts in existence, involving 13,641 workers, with a time loss of 128,150 days, as compared with 39 strikes and lockouts in May, 1951, with 6,560 workers involved and a loss of 34,902 days. In June, 1950, there were 27 strikes and lockouts, involving 2,767 workers, and a loss of 29,692 days.

For the first six months of 1951 preliminary figures show 139 strikes and lockouts, with 36,247 workers involved and a loss of 223,501 man-working days. In the same period in 1950 there were 83 strikes and lockouts, involving 17,567 workers, and a loss of 157,935 days.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1951, and in

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in June, 1951, was 0.15 per cent of the estimated working time, as compared with 0.04 per cent in May, 1951; 0.03 per cent in June, 1950; 0.04 per cent for the first six months of 1951; and 0.03 per cent for the first six months of 1950.

Of the 52 strikes and lockouts in existence during the month, six were settled in favour of the workers, 10 in favour of the employers, nine were compromise settlements and 10 were indefinite in result, work being resumed pending final settlement. At the end of the month 17 strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and bookbinders at Toronto, Ont., February 20, 1951.

this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes

* See Tables G-1 and G-2.

involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April, 1951, was 176 and 14 were still in progress from the previous month, making a total of 190 during the month. In all stoppages of work in progress in the period there were 46,100 workers involved and a time loss of 153,000 working days was caused.

Of the 176 disputes leading to stoppages of work which began in April, 20, directly involving 5,300 workers, arose out of demands for advances in wages, and 65, directly involving 12,600 workers, on other wage questions; three, directly involving 200 workers, on questions as to working hours; 30, directly involving 7,300 workers, on questions respecting the employment of particular classes or persons; 55, directly involving 2,200 workers, on other questions respecting working arrangements; two, directly involving 1,500 workers on questions of trade union principle; and one,

directly involving 100 workers, was in support of workers involved in another dispute.

New Zealand

For the year 1950, there were 129 strikes, involving 89,792 workers, directly and indirectly, with a time loss of 271,475 man-days. Figures for the fourth quarter of 1950, show 24 strikes with 22,130 workers directly and indirectly involved, and a time loss of 110,394 man-days.

United States

Preliminary figures for May, 1951, show 400 strikes and lockouts beginning in the month, in which 150,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,750,000 man-days. Corresponding figures for April, 1951, are 350 strikes and lockouts, involving 165,000 workers with a time loss of 1,850,000 days.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA*

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3. GREAT BRITAIN. FACTORY DEPARTMENT. *Dust Explosions in Factories: the*

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5. ELLIS, HOWARD SYLVESTER. *American Economic Aid to Europe: the Record and the Future*. Toronto, Canadian Institute of International Affairs, 1951. Pp. 24.

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8. SLICHTER, SUMMER HUBER. *What's Ahead for American Business*. 1st edition. Boston, Little, Brown, 1951. Pp. 216.

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15. DARTNELL CORPORATION, CHICAGO. *Working Condition Clauses Covering Hourly Workers in 300 Plants*. Special Investigation. Chicago, 1951. 1 volume.

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TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

| Item | 1951 | | 1950 | 1949 | 1944 | 1939 |
|--|--------|--------|--------|--------|----------|----------|
| | June | May | May | May | May | May |
| Total Population (1).....000 | | | 13,766 | 13,549 | 11,975 | 11,267 |
| Labour Force— | | | | | | |
| Civilian labour force(2).....000 | | 5,172 | 5,108 | 4,899 | † | † |
| Persons with Jobs(3).....000 | | 5,000 | 4,796 | 4,700 | † | † |
| Male(2).....000 | | 3,902 | 3,751 | 3,730 | † | † |
| Female(2).....000 | | 1,098 | 1,045 | 970 | † | † |
| Paid Workers(2).....000 | | 3,665 | 3,397 | 3,291 | † | † |
| Persons without Jobs and Seeking Work(2).....000 | | 172 | 312 | 199 | † | † |
| Index of employment (1939=100)..... | | 175.2 | 159.7 | 159.7 | † | † |
| Immigration.....No. | 19,429 | 20,254 | 8,362 | 9,184 | 783 | 2,253 |
| Adult males.....No. | 9,638 | 9,256 | 3,655 | 3,987 | 233 | 674 |
| Earnings and Hours— | | | | | | |
| Total labour income.....\$000,000 | | | 672 | 638 | † | † |
| Per capita weekly earnings.....\$ | 49.25 | 49.17 | 44.88 | 43.10 | † | † |
| Average hourly earnings, manufacturing.....c | 115.8 | 114.1 | 102.5 | 98.6 | † | † |
| Average hours worked per week, manufacturing..... | 41.8 | 42.5 | 42.4 | 41.8 | † | † |
| Real weekly earnings, manufacturing(3)..... | 108.8 | 110.3 | 109.6 | 107.0 | † | † |
| National Employment Service— | | | | | | |
| Live Applications for Employment (1st of month.....)(4)000 | 151.1 | 217.5 | 387.8 | 203.7 | 68.9 | † |
| Unfilled vacancies (1st of month) (4).....000 | 66.1 | 52.5 | 34.0 | 43.5 | 184.0 | † |
| Placements, weekly average.....000 | 21.4 | 22.9 | 18.8 | 16.8 | † | † |
| Unemployment Insurance— | | | | | | |
| Ordinary live claims (1st of month).....000 | 88.9 | 136.8 | 209.9 | 134.5 | 12.1 | † |
| Balance in fund.....\$000,000 | | 683.9 | 581.0 | 537.5 | 203.4 | † |
| Price Indexes— | | | | | | |
| General Wholesale (5)..... | 242.7 | 241.9 | 204.7 | 197.9 | 130.6(6) | 99.2(6) |
| Cost of living index (5)..... | 184.1 | 182.0 | 164.0 | 159.5 | 119.2 | 100.6 |
| Residential building materials(5)..... | | 289.5 | 230.7 | 229.1 | 146.6(6) | 102.3(6) |
| Production— | | | | | | |
| Industrial production index(5)..... | | 221.1 | 197.4 | 188.0 | 202.5 | 106.6 |
| Mineral production index(5)..... | | | 140.4 | 127.0 | 108.9 | 121.9 |
| Manufacturing index(5)..... | | 231.0 | 206.8 | 197.9 | 223.0 | 103.8 |
| Electric power.....000,000 k.w.h. | | 5,130 | 4,425 | 4,271 | 3,585 | 2,333 |
| Construction— | | | | | | |
| Contracts awarded.....\$000,000 | | 192.0 | 112.0 | 106.0 | 31.7 | 18.4 |
| Dwelling units, started.....000 | | 11.7 | 13.6 | 12.8 | † | † |
| completed.....000 | | 6.9 | 6.2 | 7.4 | † | † |
| under construction.....000 | | 55.9 | 50.8 | 48.1 | † | † |
| Pig iron.....000 tons | | | 195.9 | 202.1 | 175.2 | 57.7 |
| Steel ingots and castings.....000 tons | | | 290.9 | 293.2 | 263.4 | 121.4 |
| Inspected slaughtering, cattle.....000 | 108.9 | 108.9 | 102.8 | 102.6 | 101.9 | 72.6 |
| hogs.....000 | 323.3 | 407.0 | 433.8 | 313.6 | 855.8 | 280.8 |
| Flour production.....000,000 bbls. | | 2.11 | 1.69 | 1.58 | 1.96 | 1.19 |
| Newsprint(4).....000 tons | | 485.7 | 459.9 | 442.7 | 262.5 | 250.0 |
| Cement producers' shipments.....000,000 bbls. | | 1.85 | 2.14 | 1.47 | 0.74(7) | 0.55(7) |
| Automobiles and trucks.....000 | | 42.9 | 35.3 | 26.7 | 12.3 | 15.7 |
| Gold.....000 fine oz. | | 369.0 | 373.8 | 333.1 | 257.6 | 431.7 |
| Copper.....000 tons | | 23.5 | 22.3 | 21.7 | 23.8 | 27.3 |
| Lead.....000 tons | | 11.1 | 13.6 | 17.9 | 10.2 | 15.9 |
| Nickel.....000 tons | | 12.4 | 11.0 | 11.3 | 12.0 | 10.8 |
| Zinc.....000 tons | | 25.9 | 30.7 | 24.6 | 23.8 | 14.8 |
| Coal.....000 tons | 1,310 | 1,348 | 1,461 | 1,342 | 1,290 | 1,136 |
| Crude petroleum.....000,000 bbls. | | 4.47 | 1.96 | 1.72 | 0.85 | 0.71 |
| Distribution— | | | | | | |
| Wholesale sales index, unadjusted(4)..... | | 361.0 | 321.5 | 303.3 | 195.2 | 113.8 |
| Retail Trade.....\$000,000 | | 884.8 | 780.2 | 725.1 | † | † |
| Imports, excluding gold.....\$000,000 | 361.4 | 405.1 | 290.2 | 250.5 | 159.0 | 73.0 |
| Exports, excluding gold.....\$000,000 | 312.5 | 323.4 | 287.0 | 273.0 | 368.4 | 79.9 |
| Railways— | | | | | | |
| Revenue freight, ton miles.....000,000 | | | 4,434 | 4,336 | 5,769 | 2,431 |
| Car loadings, revenue freight.....000 | | 380.0 | 338.4 | 312.8 | 319.0 | 214.8 |
| Banking and Finance— | | | | | | |
| Common stocks, index (5)..... | | 164.2 | 128.7 | 105.3 | 79.9 | 90.4 |
| Preferred stocks, index (5)..... | | 164.3 | 157.3 | 139.9 | 118.5 | 95.3 |
| Bond yields, Dominion, index (5)..... | | 104.9 | 90.2 | 94.4 | 97.2 | 97.8 |
| Cheques cashed, individual accounts.....\$000,000 | | 9,484 | 7,990 | 6,915 | 6,653 | 2,839 |
| Bank loans, current, public.....\$000,000 | | 2,896 | 2,234 | 2,085 | 1,117 | 822 |
| Money supply.....\$000,000 | | 4,754 | 4,479 | 4,155 | (5)3,153 | (5)1,370 |
| Circulating media in hands of public.....\$000,000 | | 1,202 | 1,138 | 1,155 | 865 | (5)281 |
| Deposits.....\$000,000 | | 3,552 | 3,341 | 3,000 | (5)2,163 | (5)1,089 |

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Population figures given are as at March 1, 1950, June 1 for 1949, 1944 and 1939.

(2) Labour Force survey figures given are as at March 3, 1951, March 4, 1950, March 5, 1949. Detailed figures for March 1951 will be found in tables A4-A8 of the June issue of the Labour Gazette.

(3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(4) Newfoundland is included after April 1, 1949.

(5) Average 1935-39=100.

(6) Year end figures.

(7) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Date | Adult Males | Adult Females | Children Under 18 | Total |
|------------------------------|---------------|---------------|-------------------|---------------|
| Annual Average, 1920-24..... | 55,416 | 34,803 | 20,315 | 110,534 |
| Annual Average, 1925-29..... | 74,447 | 37,345 | 30,517 | 142,309 |
| Annual Average, 1930-34..... | 12,695 | 12,145 | 11,117 | 35,957 |
| Annual Average, 1935-39..... | 3,564 | 5,834 | 5,054 | 14,452 |
| Annual Average, 1940-44..... | 3,767 | 6,674 | 4,010 | 14,451 |
| Annual Average, 1945-49..... | 26,701 | 31,075 | 18,064 | 75,840 |
| Total—1950..... | 30,700 | 24,172 | 19,040 | 73,912 |
| 1950— | | | | |
| May..... | 3,655 | 2,611 | 2,096 | 8,362 |
| June..... | 2,899 | 2,354 | 1,686 | 6,939 |
| July..... | 3,053 | 2,003 | 1,668 | 6,724 |
| August..... | 1,995 | 1,883 | 1,332 | 5,210 |
| September..... | 2,262 | 1,674 | 1,094 | 5,030 |
| October..... | 2,378 | 2,025 | 1,368 | 5,771 |
| November..... | 3,068 | 2,090 | 1,672 | 6,830 |
| December..... | 3,044 | 2,249 | 1,768 | 7,061 |
| 1951— | | | | |
| January..... | 2,546 | 1,792 | 1,299 | 5,637 |
| February..... | 3,799 | 2,554 | 2,066 | 8,419 |
| March..... | 5,555 | 3,252 | 3,051 | 11,858 |
| April..... | 6,678 | 3,915 | 3,595 | 14,188 |
| May..... | 9,256 | 5,523 | 5,475 | 20,254 |

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Month | Atlantic | Quebec | Ontario | Prairies | B.C. Yukon N.W.T. | Total |
|-----------------|----------|--------|---------|----------|-------------------------|---------|
| 1946—Total..... | 8,656 | 9,712 | 29,604 | 15,097 | 8,650 | 71,719 |
| 1947—Total..... | 3,765 | 8,272 | 35,543 | 7,909 | 8,638 | 64,127 |
| 1948—Total..... | 4,558 | 24,687 | 61,621 | 22,552 | 11,996 | 125,414 |
| 1949—Total..... | 2,777 | 18,005 | 48,607 | 17,904 | 7,924 | 95,217 |
| 1950—Total..... | 2,198 | 13,575 | 39,041 | 12,975 | 6,123 | 73,912 |
| 1950 | | | | | | |
| May..... | 261 | 1,658 | 4,209 | 1,652 | 582 | 8,362 |
| June..... | 212 | 1,027 | 3,672 | 1,477 | 551 | 6,939 |
| July..... | 215 | 1,218 | 3,606 | 1,074 | 611 | 6,724 |
| August..... | 186 | 1,023 | 2,556 | 914 | 531 | 5,210 |
| September..... | 151 | 1,094 | 2,653 | 691 | 441 | 5,030 |
| October..... | 143 | 1,393 | 2,996 | 754 | 485 | 5,771 |
| November..... | 161 | 1,302 | 3,867 | 924 | 576 | 6,830 |
| December..... | 225 | 1,209 | 3,913 | 1,133 | 581 | 7,061 |
| 1951 | | | | | | |
| January..... | 101 | 1,096 | 3,261 | 722 | 457 | 5,637 |
| February..... | 254 | 1,433 | 4,842 | 1,264 | 626 | 8,419 |
| March..... | 316 | 2,376 | 6,607 | 1,665 | 894 | 11,858 |
| April..... | 303 | 2,915 | 7,769 | 2,359 | 842 | 14,188 |
| May..... | 455 | 3,468 | 11,491 | 3,377 | 1,463 | 20,254 |

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

| Month | Farming Class | Unskilled and Semi-Skilled | Skilled Workers | Clerical | Professional | Trading | Female Domestic | Others | Total Workers |
|-------------|---------------|----------------------------|-----------------|----------|--------------|---------|-----------------|--------|---------------|
| 1951 | | | | | | | | | |
| Jan.*..... | 643 | 966 | 707 | 210 | 124 | 140 | 194 | 254 | 3,238 |
| Feb..... | 1,341 | 1,197 | 1,073 | 198 | 178 | 157 | 370 | 269 | 4,783 |
| March..... | 2,072 | 1,351 | 1,690 | 363 | 245 | 247 | 415 | 343 | 6,726 |
| April..... | 2,293 | 2,125 | 1,855 | 440 | 299 | 260 | 537 | 361 | 8,170 |
| May..... | 3,611 | 2,339 | 2,792 | 540 | 404 | 322 | 678 | 504 | 11,190 |

* Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

| | Agriculture, Forestry, Fishing, Trapping, Mining | Manu- facturing | Construc- tion | Utilities, Trans- portation, Communi- cation, Storage, Trade | Finance Services (including Govern- ment) | Supple- mentary Labour Income | Total |
|-------------------|--|--------------------|-------------------|--|---|--|-------|
| 1938—Average..... | 22 | 60 | 15 | 58 | 57 | 5 | 216 |
| 1939—Average..... | 23 | 62 | 16 | 61 | 57 | 5 | 224 |
| 1940—Average..... | 25 | 78 | 11 | 66 | 59 | 6 | 245 |
| 1941—Average..... | 28 | 107 | 16 | 76 | 64 | 8 | 297 |
| 1942—Average..... | 33 | 142 | 19 | 83 | 71 | 10 | 357 |
| 1943—Average..... | 34 | 167 | 22 | 89 | 77 | 11 | 400 |
| 1944—Average..... | 37 | 171 | 17 | 98 | 81 | 12 | 417 |
| 1945—Average..... | 38 | 156 | 19 | 105 | 89 | 13 | 418 |
| 1946—Average..... | 46 | 147 | 25 | 118 | 99 | 14 | 448 |
| 1947—Average..... | 52 | 176 | 34 | 138 | 111 | 21 | 532 |
| 1948—Average..... | 58 | 204 | 41 | 160 | 128 | 19 | 610 |
| 1949—January..... | 54 | 214 | 37 | 165 | 137 | 20 | 626 |
| February..... | 52 | 215 | 36 | 165 | 137 | 21 | 627 |
| March..... | 46 | 216 | 37 | 166 | 140 | 20 | 626 |
| April..... | 44 | 216 | 41 | 169 | 139 | 20 | 628 |
| May..... | 50 | 212 | 44 | 171 | 141 | 20 | 638 |
| June..... | 55 | 218 | 49 | 175 | 142 | 21 | 661 |
| July..... | 55 | 217 | 53 | 177 | 141 | 21 | 664 |
| August..... | 58 | 220 | 55 | 178 | 139 | 21 | 672 |
| September..... | 55 | 223 | 55 | 179 | 141 | 21 | 674 |
| October..... | 55 | 222 | 54 | 181 | 143 | 21 | 677 |
| November..... | 55 | 222 | 52 | 183 | 145 | 21 | 677 |
| December..... | 50 | 207 | 38 | 181 | 145 | 20 | 642 |
| 1950—January..... | 45 | 215 | 38 | 171 | 146 | 21 | 637 |
| February..... | 46 | 219 | 39 | 173 | 147 | 20 | 643 |
| March..... | 44 | 221 | 40 | 174 | 149 | 21 | 650 |
| April..... | 42 | 223 | 43 | 177 | 148 | 21 | 655 |
| May..... | 47 | 225 | 50 | 181 | 148 | 21 | 672 |
| June..... | 52 | 233 | 54 | 185 | 149 | 22 | 695 |
| July..... | 55 | 234 | 56 | 188 | 148 | 23 | 704 |
| August..... | 57 | 237 | 58 | 177 | 147 | 23 | 699 |
| September..... | 60 | 245 | 58 | 192 | 150 | 24 | 729 |
| October..... | 63 | 249 | 57 | 195 | 152 | 24 | 740 |
| November..... | 65 | 252 | 55 | 200 | 154 | 25 | 750 |
| December..... | 62 | 238 | 44 | 199 | 154 | 24 | 721 |
| 1951—January..... | 61 | 257 | 46 | 194 | 157 | 26 | 741 |
| February..... | 61 | 259 | 45 | 195 | 157 | 24 | 741 |
| March..... | 57 | 264 | 45 | 198 | 168 | 25 | 758 |
| April..... | 55 | 270 | 53 | 203 | 161 | 27 | 769 |

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,276,876.

| Year and Month | CANADA | Prince Edward Island | Nova Scotia | New Brunswick | Quebec | Ontario | Manitoba | Saskatchewan | Alberta | British Columbia |
|--|--------|----------------------|-------------|---------------|--------|---------|----------|--------------|---------|------------------|
| 1947—Average..... | 158.3 | 146.5 | 137.2 | 172.7 | 150.9 | 163.9 | 156.0 | 135.8 | 158.9 | 174.1 |
| 1948—Average..... | 165.0 | 161.0 | 148.4 | 174.2 | 156.2 | 171.2 | 162.0 | 139.0 | 168.9 | 181.6 |
| 1949—Average..... | 165.5 | 157.0 | 149.0 | 165.6 | 154.3 | 173.1 | 166.7 | 139.7 | 180.3 | 179.3 |
| 1950—Average..... | 168.0 | 173.1 | 142.5 | 169.9 | 155.0 | 177.7 | 168.0 | 140.8 | 188.5 | 180.7 |
| May 1, 1948..... | 157.4 | 145.0 | 134.8 | 164.1 | 146.8 | 166.1 | 154.2 | 128.2 | 156.8 | 176.0 |
| May 1, 1949..... | 159.7 | 141.7 | 134.8 | 153.0 | 147.3 | 169.0 | 161.3 | 133.0 | 173.3 | 176.4 |
| Jan. 1, 1950..... | 163.8 | 158.5 | 137.1 | 169.8 | 151.1 | 173.3 | 167.7 | 139.0 | 181.7 | 172.9 |
| Feb. 1, 1950..... | 158.3 | 150.4 | 133.1 | 160.4 | 146.9 | 170.1 | 161.0 | 126.6 | 173.9 | 157.1 |
| Mar. 1, 1950..... | 157.9 | 143.8 | 130.8 | 157.4 | 145.5 | 169.5 | 159.0 | 126.2 | 174.0 | 163.2 |
| Apr. 1, 1950..... | 159.7 | 149.9 | 132.0 | 157.5 | 146.2 | 169.9 | 159.0 | 127.3 | 175.8 | 170.1 |
| May 1, 1950..... | 159.7 | 152.6 | 128.5 | 153.1 | 146.7 | 170.3 | 160.1 | 130.0 | 178.1 | 174.9 |
| June 1, 1950..... | 166.0 | 167.7 | 142.0 | 165.1 | 152.5 | 175.3 | 162.5 | 142.2 | 188.5 | 182.1 |
| July 1, 1950..... | 170.8 | 179.0 | 147.0 | 180.2 | 156.4 | 179.6 | 171.1 | 146.2 | 195.6 | 186.2 |
| Aug. 1, 1950..... | 172.5 | 187.0 | 150.2 | 176.0 | 158.3 | 180.0 | 173.9 | 149.2 | 200.7 | 191.9 |
| Sept. 1, 1950..... | 174.1 | 196.9 | 151.9 | 176.5 | 159.4 | 182.0 | 173.9 | 149.9 | 201.2 | 194.1 |
| Oct. 1, 1950..... | 177.1 | 196.9 | 152.8 | 179.9 | 164.0 | 185.8 | 174.8 | 150.4 | 197.5 | 194.6 |
| Nov. 1, 1950..... | 178.1 | 198.9 | 152.0 | 178.8 | 166.0 | 187.3 | 175.5 | 152.1 | 196.7 | 191.3 |
| Dec. 1, 1950..... | 179.2 | 195.9 | 152.6 | 184.1 | 167.0 | 189.1 | 177.9 | 150.9 | 197.7 | 189.6 |
| Jan. 1, 1951..... | 175.3 | 184.2 | 149.1 | 187.5 | 162.3 | 186.9 | 171.2 | 144.4 | 193.7 | 180.4 |
| Feb. 1, 1951..... | 172.3 | 165.3 | 142.2 | 179.3 | 159.9 | 185.6 | 165.5 | 134.9 | 186.5 | 177.0 |
| Mar. 1, 1951..... | 172.3 | 160.1 | 135.7 | 179.0 | 161.0 | 185.7 | 164.3 | 133.3 | 186.7 | 176.9 |
| Apr. 1, 1951..... | 173.3 | 152.0 | 140.3 | 177.1 | 160.3 | 187.3 | 165.2 | 135.3 | 187.0 | 181.0 |
| May 1, 1951..... | 175.3 | 161.8 | 140.0 | 171.8 | 163.1 | 188.1 | 167.5 | 138.4 | 193.4 | 186.5 |
| Percentage Distribution of Employees of Reporting Establishments at May 1, 1951..... | 100.0 | 0.2 | 3.5 | 2.6 | 28.9 | 43.7 | 5.2 | 2.2 | 4.5 | 9.2 |

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

| Year and Month | Industrial Composite ¹ | | | | Manufacturing | | | |
|--------------------|-----------------------------------|---------------------------|----------------------------|----------------------------|---------------|---------------------------|----------------------------|----------------------------|
| | Index Numbers | | | Average Wages and Salaries | Index Numbers | | | Average Wages and Salaries |
| | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | | Employment | Aggregate Weekly Payrolls | Average Wages and Salaries | |
| 1939—Average..... | 100.0 | 100.0 | 100.0 | \$ 23.44 | 100.0 | 100.0 | 100.0 | \$ 22.79 |
| 1947—Average..... | 158.3 | 245.2 | 154.4 | 36.19 | 171.0 | 272.7 | 159.5 | 36.34 |
| 1948—Average..... | 165.0 | 282.9 | 170.9 | 40.06 | 176.0 | 314.1 | 178.5 | 40.67 |
| 1949—Average..... | 165.5 | 303.7 | 183.3 | 42.96 | 175.9 | 339.2 | 192.9 | 43.97 |
| 1950—Average..... | 168.0 | 321.8 | 191.3 | 44.84 | 177.5 | 360.2 | 202.8 | 45.21 |
| May 1, 1948..... | 157.4 | 266.9 | 169.2 | 39.65 | 173.2 | 308.7 | 178.3 | 40.63 |
| May 1, 1949..... | 159.7 | 294.0 | 183.9 | 43.10 | 174.4 | 338.0 | 193.9 | 44.20 |
| Jan. 1, 1950..... | 163.8 | 295.9 | 180.6 | 42.33 | 171.0 | 324.3 | 189.8 | 43.26 |
| Feb. 1, 1950..... | 158.3 | 296.4 | 187.2 | 43.87 | 170.4 | 337.4 | 198.1 | 45.15 |
| Mar. 1, 1950..... | 157.9 | 300.5 | 190.3 | 44.61 | 171.5 | 342.8 | 199.9 | 45.55 |
| Apr. 1, 1950..... | 159.0 | 303.8 | 191.0 | 44.77 | 172.0 | 346.6 | 201.4 | 45.91 |
| May 1, 1950..... | 159.7 | 305.8 | 191.5 | 44.88 | 172.5 | 348.4 | 202.0 | 46.03 |
| June 1, 1950..... | 166.0 | 315.3 | 189.9 | 44.51 | 175.3 | 352.3 | 201.1 | 45.82 |
| July 1, 1950..... | 170.8 | 328.3 | 192.2 | 45.04 | 178.6 | 364.1 | 203.9 | 46.46 |
| Aug. 1, 1950..... | 172.5 | 332.5 | 192.6 | 45.15 | 179.6 | 366.7 | 204.0 | 46.49 |
| Sept. 1, 1950..... | 174.1 | 328.0 | 188.4 | 44.17 | 182.5 | 369.9 | 202.7 | 46.19 |
| Oct. 1, 1950..... | 177.1 | 346.6 | 195.7 | 45.88 | 185.6 | 385.1 | 207.4 | 47.27 |
| Nov. 1, 1950..... | 178.1 | 351.7 | 197.5 | 46.29 | 185.4 | 389.7 | 210.2 | 47.90 |
| Dec. 1, 1950..... | 179.2 | 356.2 | 198.8 | 46.63 | 185.3 | 394.6 | 212.9 | 48.51 |
| Jan. 1, 1951..... | 175.3 | 338.2 | 193.1 | 45.27 | 182.4 | 373.1 | 204.5 | 46.60 |
| Feb. 1, 1951..... | 172.3 | 351.5 | 204.2 | 47.87 | 184.5 | 402.1 | 217.8 | 49.64 |
| Mar. 1, 1951..... | 172.3 | 353.8 | 205.6 | 48.19 | 186.3 | 406.3 | 217.5 | 49.56 |
| Apr. 1, 1951..... | 173.3 | 357.8 | 206.6 | 48.43 | 188.8 | 414.6 | 219.5 | 50.03 |
| May 1, 1951..... | 175.3 | 367.1 | 209.6 | 49.13 | 189.7 | 423.2 | 222.9 | 50.81 |

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

| Area and Industry | Index Numbers (1939=100) | | | | | | Average Weekly Wages and Salaries | | |
|--|--------------------------|----------------|---------------|---------------|----------------|---------------|-----------------------------------|----------------|---------------|
| | EMPLOYMENT | | | PAYROLLS | | | | | |
| | May 1 1951 | Apr. 1 1951 | May 1 1950 | May 1 1951 | Apr. 1 1951 | May 1 1950 | May 1 1951 | Apr. 1 1951 | May 1 1950 |
| | | | | | | | \$ | \$ | \$ |
| (a) PROVINCES | | | | | | | | | |
| Prince Edward Island | 161.8 | 152.0 | 152.6 | 304.4 | 289.9 | 275.1 | 37.43 | 37.95 | 35.64 |
| Nova Scotia | 140.0 | 140.3 | 128.5 | 280.5 | 279.4 | 244.5 | 42.95 | 42.70 | 40.77 |
| New Brunswick | 171.8 | 177.1 | 153.1 | 353.7 | 372.6 | 290.9 | 41.64 | 42.53 | 38.39 |
| Quebec | 163.1 | 160.3 | 146.7 | 359.2 | 348.2 | 295.8 | 46.88 | 46.23 | 42.88 |
| Ontario | 188.1 | 187.3 | 170.3 | 394.0 | 388.6 | 323.7 | 51.29 | 50.53 | 46.46 |
| Manitoba | 167.5 | 165.2 | 160.1 | 309.1 | 302.6 | 272.3 | 47.49 | 47.13 | 43.69 |
| Saskatchewan | 138.4 | 135.3 | 130.0 | 259.6 | 256.8 | 228.9 | 45.47 | 46.01 | 42.58 |
| Alberta | 193.4 | 187.0 | 178.1 | 373.9 | 356.1 | 321.2 | 49.19 | 48.44 | 45.74 |
| British Columbia | 186.5 | 181.0 | 174.9 | 376.1 | 353.2 | 322.2 | 52.43 | 50.74 | 47.92 |
| CANADA | 175.3 | 173.3 | 159.7 | 367.1 | 357.8 | 305.8 | 49.13 | 48.43 | 44.88 |
| (b) METROPOLITAN AREAS | | | | | | | | | |
| Sydney | 107.1 | 105.4 | ..... | 256.0 | 245.9 | ..... | 53.41 | 52.10 | ..... |
| Halifax | 194.4 | 209.1 | 176.8 | 326.5 | 349.9 | 278.7 | 69.33 | 39.20 | 36.85 |
| Saint John | 158.2 | 187.9 | 155.4 | 282.4 | 356.8 | 269.8 | 38.29 | 40.74 | 37.02 |
| Quebec | 147.9 | 144.6 | 142.9 | 317.6 | 301.4 | 285.1 | 39.98 | 38.80 | 37.15 |
| Sherbrooke | 174.7 | 171.1 | 158.2 | 379.8 | 361.5 | 301.4 | 42.18 | 41.01 | 36.96 |
| Three Rivers | 177.1 | 166.6 | 159.9 | 404.3 | 378.2 | 325.1 | 46.12 | 45.86 | 41.28 |
| Montreal | 173.3 | 170.9 | 163.0 | 360.2 | 346.8 | 310.8 | 47.50 | 46.36 | 43.53 |
| Ottawa—Hull | 185.0 | 183.5 | 175.4 | 352.9 | 343.5 | 304.3 | 44.17 | 43.36 | 40.22 |
| Peterborough | 200.3 | 201.1 | ..... | 486.2 | 479.6 | ..... | 51.09 | 50.19 | ..... |
| Oshawa | 275.1 | 274.3 | ..... | 714.0 | 704.6 | ..... | 61.41 | 60.78 | ..... |
| Niagara Falls | 228.8 | 222.1 | ..... | 558.3 | 507.2 | ..... | 56.69 | 55.03 | ..... |
| St. Catharines—Welland | 246.6 | 243.3 | 208.3 | 610.7 | 595.8 | 451.7 | 59.26 | 58.60 | 51.71 |
| Toronto | 195.1 | 194.1 | 180.9 | 399.9 | 390.0 | 334.3 | 51.42 | 50.40 | 46.27 |
| Hamilton | 205.9 | 199.5 | 183.5 | 459.2 | 434.3 | 368.9 | 54.02 | 52.74 | 48.56 |
| Brantford | 214.4 | 211.2 | 205.7 | 531.5 | 502.6 | 454.5 | 51.54 | 49.47 | 45.90 |
| Galt—Preston | 156.5 | 154.7 | ..... | 352.2 | 340.9 | ..... | 46.04 | 45.08 | ..... |
| Kitchener—Waterloo | 182.5 | 183.6 | 169.9 | 410.8 | 401.1 | 337.8 | 47.80 | 46.40 | 42.17 |
| Sudbury | 163.8 | 160.2 | ..... | 322.2 | 316.2 | ..... | 59.20 | 59.40 | ..... |
| London | 195.4 | 193.3 | 183.4 | 399.1 | 385.7 | 334.0 | 48.35 | 47.24 | 43.14 |
| Sarnia | 283.4 | 272.2 | ..... | 563.4 | 511.4 | ..... | 64.01 | 60.50 | ..... |
| Windsor | 235.9 | 240.2 | 193.5 | 480.4 | 509.2 | 375.0 | 56.81 | 59.14 | 53.85 |
| Sault Ste. Marie | 212.3 | 207.2 | ..... | 430.9 | 420.8 | ..... | 53.99 | 54.04 | ..... |
| Fort William—Port Arthur | 197.0 | 186.9 | 172.4 | 391.5 | 367.8 | 315.6 | 50.59 | 50.11 | 46.60 |
| Winnipeg | 168.6 | 167.9 | 162.3 | 308.4 | 304.4 | 273.4 | 44.49 | 44.09 | 40.94 |
| Regina | 160.7 | 155.9 | 156.7 | 305.8 | 292.0 | 277.7 | 42.99 | 42.33 | 40.00 |
| Saskatoon | 180.5 | 177.2 | 174.8 | 340.9 | 330.0 | 303.6 | 41.91 | 41.33 | 38.47 |
| Edmonton | 244.1 | 233.8 | 222.4 | 475.0 | 439.8 | 402.4 | 45.75 | 44.22 | 42.50 |
| Calgary | 203.1 | 195.6 | 188.4 | 369.5 | 356.6 | 319.0 | 46.94 | 47.03 | 43.62 |
| Vancouver | 203.2 | 201.0 | 193.8 | 400.4 | 384.7 | 355.0 | 49.37 | 47.97 | 45.92 |
| Victoria | 220.5 | 214.8 | 194.8 | 451.3 | 429.2 | 351.2 | 49.11 | 47.95 | 43.19 |
| (c) INDUSTRIES | | | | | | | | | |
| Forestry (chiefly logging) | 167.9 | 208.0 | 80.1 | 471.6 | 549.8 | 213.5 | 48.63 | 45.76 | 46.34 |
| Mining | 115.2 | 114.7 | 109.2 | 237.4 | 230.1 | 206.1 | 59.10 | 57.56 | 54.13 |
| Manufacturing | 189.7 | 188.8 | 172.5 | 423.2 | 414.6 | 348.4 | 50.81 | 50.03 | 46.03 |
| Durable Goods ¹ | 237.1 | 234.8 | 203.9 | 556.4 | 542.5 | 414.3 | 54.30 | 53.47 | 49.36 |
| Non-Durable Goods | 158.9 | 158.8 | 152.1 | 334.1 | 329.0 | 300.6 | 47.42 | 46.72 | 43.12 |
| Construction | 163.6 | 141.9 | 145.5 | 408.4 | 352.0 | 334.5 | 46.88 | 46.59 | 43.29 |
| Transportation, storage and com- munication | 171.3 | 166.7 | 161.8 | 317.3 | 308.8 | 277.5 | 53.03 | 53.05 | 49.21 |
| Public utility operation | 183.2 | 179.4 | 177.2 | 343.3 | 331.5 | 307.5 | 55.36 | 54.57 | 51.26 |
| Trade | 170.8 | 170.9 | 162.4 | 331.9 | 325.6 | 287.6 | 42.44 | 41.60 | 38.62 |
| Finance | 167.4 | 167.5 | 154.1 | 265.7 | 264.6 | 232.4 | 46.12 | 45.91 | 43.93 |
| Service ² | 175.8 | 172.9 | 174.3 | 340.8 | 332.0 | 318.2 | 31.80 | 31.50 | 29.95 |
| Industrial composite | 175.3 | 173.3 | 159.7 | 367.1 | 357.8 | 305.8 | 49.13 | 48.43 | 44.88 |

¹ Include wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

| Week Preceding | Average Hours | | | Average Hourly Earnings | | |
|--------------------|-----------------------|------------------|--------------------------|-------------------------|------------------|--------------------------|
| | All Manu- factures | Durable Goods | Non- Durable Goods | All Manu- factures | Durable Goods | Non- Durable Goods |
| | no. | no. | no. | cts. | cts. | cts. |
| May 1, 1945..... | 45.5 | 46.2 | 44.5 | 70.5 | 78.2 | 60.9 |
| *May 1, 1946..... | 43.0 | 43.2 | 42.8 | 68.9 | 75.5 | 62.4 |
| May 1, 1947..... | 43.2 | 43.3 | 43.1 | 78.3 | 85.4 | 71.2 |
| May 1, 1948..... | 43.1 | 43.4 | 42.7 | 89.4 | 96.2 | 82.4 |
| May 1, 1949..... | 42.5 | 42.7 | 42.3 | 98.6 | 106.2 | 90.7 |
| *Jan. 1, 1950..... | 39.9 | 40.3 | 39.6 | 101.1 | 109.3 | 92.9 |
| Feb. 1, 1950..... | 42.3 | 42.2 | 42.4 | 100.9 | 109.5 | 92.6 |
| Mar. 1, 1950..... | 42.5 | 42.6 | 42.5 | 101.4 | 109.8 | 93.1 |
| Apr. 1, 1950..... | 42.8 | 43.0 | 42.6 | 101.7 | 110.0 | 93.6 |
| May 1, 1950..... | 42.6 | 42.9 | 42.4 | 102.5 | 110.6 | 94.3 |
| June 1, 1950..... | 42.0 | 42.2 | 41.7 | 103.5 | 111.4 | 95.5 |
| July 1, 1950..... | 42.5 | 42.9 | 42.2 | 103.9 | 111.8 | 95.7 |
| Aug. 1, 1950..... | 42.5 | 42.7 | 42.2 | 104.2 | 112.5 | 95.8 |
| Sept. 1, 1950..... | 41.9 | 41.5 | 42.4 | 104.4 | 112.9 | 95.9 |
| Oct. 1, 1950..... | 42.9 | 43.0 | 42.8 | 105.3 | 114.3 | 96.3 |
| Nov. 1, 1950..... | 43.0 | 43.1 | 43.0 | 106.4 | 115.2 | 97.5 |
| Dec. 1, 1950..... | 43.1 | 43.1 | 43.1 | 107.8 | 116.4 | 99.0 |
| *Jan. 1, 1951..... | 40.1 | 40.2 | 39.9 | 109.0 | 117.1 | 100.5 |
| Feb. 1, 1951..... | 42.9 | 43.1 | 42.6 | 110.4 | 119.0 | 101.2 |
| Mar. 1, 1951..... | 42.3 | 42.5 | 42.2 | 111.4 | 119.9 | 102.3 |
| *Apr. 1, 1951..... | 42.2 | 42.3 | 42.1 | 112.8 | 121.6 | 103.4 |
| May 1, 1951..... | 42.5 | 42.6 | 42.4 | 114.1 | 122.8 | 104.7 |

* These averages were affected by loss of working time at the year-end holidays in the case of Jan. 1 and by the Easter holidays in the case of May 1, 1946 and April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

| | Average Hours Worked | | | Average Hourly Earnings (in cents) | | |
|-----------------------|----------------------|----------------|----------------|---------------------------------------|-----------------|----------------|
| | May 1, 1951 | Apr. 1 1951 | May 1, 1950 | May 1, 1951 | Apr. 1, 1951 | May 1, 1950 |
| | | | | | | |
| Newfoundland..... | 43.7 | 43.5 | 44.1 | 107.8 | 104.5 | 100.4 |
| Nova Scotia..... | 43.7 | 42.7 | 44.0 | 97.8 | 99.8 | 92.3 |
| New Brunswick..... | 43.7 | 44.2 | 44.4 | 100.2 | 98.4 | 90.5 |
| Quebec..... | 44.3 | 43.7 | 43.9 | 101.6 | 100.2 | 91.9 |
| Ontario..... | 42.0 | 41.8 | 42.2 | 121.5 | 120.1 | 108.2 |
| Manitoba..... | 41.7 | 42.2 | 42.4 | 108.8 | 106.7 | 98.4 |
| Saskatchewan..... | 41.0 | 40.8 | 42.3 | 115.4 | 113.9 | 104.2 |
| Alberta..... | 41.4 | 40.7 | 42.5 | 112.7 | 111.9 | 103.8 |
| British Columbia..... | 38.4 | 37.8 | 38.7 | 137.1 | 136.7 | 122.5 |
| Montreal..... | 42.6 | 42.1 | 42.5 | 107.4 | 105.6 | 97.0 |
| Toronto..... | 41.4 | 41.0 | 41.2 | 120.1 | 118.3 | 107.1 |
| Hamilton..... | 40.8 | 40.5 | 41.1 | 134.7 | 131.8 | 119.6 |
| Windsor..... | 38.9 | 40.6 | 41.7 | 142.5 | 144.1 | 128.9 |
| Winnipeg..... | 41.2 | 41.8 | 42.0 | 107.8 | 106.0 | 97.9 |
| Vancouver..... | 38.0 | 37.4 | 38.1 | 133.6 | 132.7 | 120.6 |

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

| Industry | Average Hours | | | Average Hourly Earnings | | | Average Weekly Wages | | |
|---|---------------|-------------|------------|-------------------------|-------------|------------|----------------------|-------------|------------|
| | May 1 1951 | Apr. 1 1951 | May 1 1950 | May 1 1951 | Apr. 1 1951 | May 1 1950 | May 1 1951 | Apr. 1 1951 | May 1 1950 |
| | no. | no. | no. | cts. | cts. | cts. | \$ | \$ | \$ |
| Mining | 43-3 | 42-5 | 43-5 | 131-7 | 130-5 | 120-9 | 57-03 | 55-46 | 52-59 |
| Metal mining..... | 44-6 | 44-4 | 46-1 | 131-4 | 130-2 | 120-3 | 58-60 | 57-81 | 55-46 |
| Gold..... | 46-6 | 46-1 | ..... | 120-9 | 113-3 | ..... | 56-34 | 54-54 | ..... |
| Other metal..... | 43-0 | 43-0 | ..... | 140-4 | 140-3 | ..... | 60-37 | 60-33 | ..... |
| Fuels..... | 39-5 | 37-8 | ..... | 139-7 | 138-1 | ..... | 55-18 | 52-20 | ..... |
| Coal..... | 39-1 | 36-4 | 38-3 | 139-1 | 136-3 | 129-6 | 54-39 | 49-61 | 49-64 |
| Oil and natural gas..... | 41-8 | 44-7 | ..... | 142-7 | 145-1 | ..... | 59-65 | 64-86 | ..... |
| Non-metal..... | 46-5 | 45-6 | ..... | 116-7 | 115-5 | ..... | 54-27 | 52-67 | ..... |
| Manufacturing | 42-5 | 42-2 | 42-6 | 114-1 | 112-8 | 102-5 | 48-49 | 47-60 | 43-67 |
| Food and beverages..... | 42-1 | 41-8 | 43-2 | 98-7 | 98-5 | 89-8 | 41-55 | 41-17 | 38-79 |
| Meat products..... | 41-1 | 41-0 | 43-2 | 120-7 | 121-3 | 110-8 | 49-61 | 49-73 | 47-87 |
| Canned and preserved fruits and vegetables..... | 39-1 | 38-6 | 40-2 | 85-3 | 86-3 | 78-7 | 33-35 | 33-31 | 31-64 |
| Grain mill products..... | 45-9 | 45-3 | 45-9 | 108-9 | 106-8 | 97-2 | 49-99 | 48-38 | 44-61 |
| Bread and other bakery products..... | 44-5 | 44-6 | 44-3 | 89-2 | 89-7 | 80-2 | 39-69 | 40-01 | 35-53 |
| Distilled and malt liquors..... | 41-9 | 42-4 | 42-7 | 117-6 | 114-4 | 108-2 | 49-27 | 48-51 | 46-20 |
| Tobacco and tobacco products..... | 40-6 | 41-5 | 41-3 | 110-9 | 100-8 | 95-1 | 45-03 | 41-83 | 39-28 |
| Rubber products..... | 42-8 | 41-7 | 40-2 | 123-6 | 122-6 | 111-3 | 52-90 | 51-12 | 44-74 |
| Leather products..... | 40-4 | 39-8 | 38-6 | 84-7 | 83-9 | 77-7 | 34-22 | 33-39 | 29-99 |
| Boots and shoes (except rubber)..... | 40-1 | 39-4 | 37-3 | 81-9 | 80-9 | 75-4 | 32-84 | 31-87 | 28-12 |
| Textile products (except clothing)..... | 43-6 | 43-6 | 43-2 | 95-5 | 94-6 | 85-2 | 41-64 | 41-25 | 36-81 |
| Cotton yarn and broad woven goods..... | 42-6 | 42-7 | 43-0 | 100-3 | 99-7 | 86-1 | 42-73 | 42-57 | 37-02 |
| Woolen goods..... | 44-0 | 43-8 | 42-8 | 89-8 | 88-7 | 81-7 | 39-51 | 38-85 | 34-97 |
| Rayon, nylon and silk textiles..... | 46-0 | 45-7 | 44-4 | 94-7 | 93-7 | 87-1 | 43-56 | 42-82 | 38-67 |
| Clothing (textile and fur)..... | 38-9 | 38-7 | 38-8 | 85-4 | 85-1 | 78-8 | 33-22 | 32-93 | 30-57 |
| Men's clothing..... | 39-3 | 39-2 | 38-8 | 84-6 | 84-4 | 78-7 | 33-25 | 33-06 | 30-54 |
| Women's clothing..... | 35-8 | 36-4 | 36-9 | 87-7 | 89-1 | 81-6 | 31-40 | 32-43 | 30-70 |
| Knit goods..... | 40-9 | 40-0 | 40-4 | 84-4 | 83-1 | 76-0 | 34-52 | 33-24 | 30-70 |
| *Wood products..... | 41-9 | 40-9 | 41-8 | 105-5 | 103-9 | 93-6 | 44-20 | 42-50 | 39-12 |
| Saw and planing mills..... | 41-0 | 40-0 | 41-3 | 113-7 | 112-7 | 99-2 | 46-62 | 45-08 | 40-97 |
| Furniture..... | 42-9 | 41-8 | 41-9 | 96-2 | 93-9 | 87-8 | 41-27 | 39-25 | 36-91 |
| Other wood products..... | 44-0 | 43-2 | 43-2 | 87-3 | 85-3 | 80-8 | 38-41 | 36-85 | 34-91 |
| Paper products..... | 47-0 | 46-2 | 47-0 | 120-8 | 119-7 | 107-8 | 56-78 | 55-30 | 50-67 |
| Pulp and paper mills..... | 48-3 | 47-7 | 48-7 | 128-4 | 127-2 | 114-6 | 62-02 | 60-67 | 55-81 |
| Other paper products..... | 43-4 | 42-3 | 43-1 | 97-8 | 97-5 | 89-0 | 42-45 | 41-24 | 38-36 |
| Printing, publishing and allied industries..... | 40-3 | 40-2 | 41-2 | 133-0 | 131-7 | 122-1 | 53-60 | 52-94 | 50-31 |
| *Iron and steel products..... | 43-0 | 42-4 | 42-8 | 127-3 | 125-3 | 114-3 | 54-74 | 53-13 | 48-92 |
| Agricultural implements..... | 41-1 | 38-6 | 39-9 | 140-3 | 140-3 | 125-6 | 57-66 | 54-16 | 50-11 |
| Fabricated and structural steel..... | 42-8 | 42-4 | 42-4 | 130-0 | 128-6 | 121-4 | 55-64 | 54-53 | 51-47 |
| Hardware and tools..... | 43-7 | 42-8 | 43-3 | 113-0 | 110-6 | 101-1 | 49-38 | 47-34 | 43-78 |
| Heating and cooking appliances..... | 42-6 | 42-1 | 40-8 | 117-1 | 115-4 | 105-6 | 49-88 | 48-58 | 45-09 |
| Iron castings..... | 45-0 | 44-1 | 43-6 | 128-9 | 126-8 | 115-8 | 58-01 | 55-92 | 50-49 |
| Machinery mfg..... | 44-5 | 43-9 | 43-5 | 120-5 | 117-9 | 108-7 | 53-62 | 51-76 | 47-26 |
| Primary iron and steel..... | 41-8 | 41-9 | 43-7 | 136-8 | 135-4 | 123-7 | 57-18 | 56-73 | 54-06 |
| Sheet metal products..... | 42-2 | 41-8 | 42-6 | 118-3 | 117-0 | 104-9 | 49-92 | 48-91 | 44-69 |
| *Transportation equipment..... | 42-1 | 42-6 | 43-4 | 129-6 | 129-5 | 118-6 | 54-56 | 53-62 | 51-47 |
| Aircraft and parts..... | 45-0 | 44-5 | 43-8 | 123-9 | 120-5 | 111-9 | 55-76 | 55-17 | 49-01 |
| Motor vehicles..... | 39-5 | 40-9 | 43-6 | 146-3 | 150-5 | 134-6 | 57-79 | 61-55 | 58-69 |
| Motor vehicle parts and accessories..... | 42-6 | 42-7 | 43-0 | 133-7 | 133-9 | 119-0 | 56-96 | 57-18 | 51-17 |
| Railroad and rolling stock equipment..... | 42-4 | 44-0 | 43-6 | 122-5 | 119-2 | 113-2 | 51-94 | 52-45 | 49-36 |
| Shipbuilding and repairing..... | 43-6 | 41-3 | 42-5 | 119-0 | 118-6 | 110-0 | 51-88 | 48-98 | 48-75 |
| *Non-ferrous metal products..... | 43-8 | 43-3 | 43-6 | 122-0 | 121-5 | 110-4 | 53-44 | 52-61 | 48-13 |
| Aluminum products..... | 43-3 | 43-0 | 42-9 | 118-8 | 112-3 | 100-8 | 53-11 | 51-30 | 46-22 |
| Brass and copper products..... | 44-1 | 43-4 | 42-6 | 120-5 | 118-2 | 108-5 | 53-14 | 51-30 | 46-22 |
| Smelting and refining..... | 44-4 | 43-9 | 45-0 | 130-7 | 131-1 | 119-3 | 58-03 | 57-05 | 52-69 |
| *Electrical apparatus and supplies..... | 41-5 | 41-4 | 41-4 | 125-3 | 123-0 | 114-4 | 52-00 | 50-92 | 47-36 |
| Heavy electrical machinery..... | 41-2 | 41-0 | 41-1 | 140-0 | 138-3 | 130-2 | 57-68 | 56-70 | 53-51 |
| *Non-metallic mineral products..... | 45-6 | 44-6 | 45-8 | 112-7 | 111-3 | 100-4 | 51-39 | 49-64 | 45-98 |
| Clay products..... | 45-3 | 44-8 | 46-0 | 107-3 | 106-6 | 96-2 | 48-61 | 47-76 | 44-25 |
| Glass and glass products..... | 46-5 | 44-6 | 45-9 | 109-1 | 108-4 | 98-2 | 50-73 | 48-35 | 45-07 |
| Products of petroleum and coal..... | 42-2 | 41-0 | 42-3 | 148-4 | 141-9 | 129-7 | 62-62 | 58-18 | 54-86 |
| Chemical products..... | 43-5 | 43-4 | 43-7 | 116-2 | 114-2 | 102-7 | 50-55 | 49-56 | 44-88 |
| Medicinal and pharmaceutical preparations..... | 41-7 | 41-6 | 41-3 | 94-4 | 93-4 | 85-3 | 39-36 | 38-85 | 35-23 |
| Acids, alkalis and salts..... | 45-3 | 46-2 | 45-5 | 129-9 | 129-1 | 114-5 | 58-84 | 56-64 | 52-10 |
| Miscellaneous manufacturing industries..... | 41-8 | 41-3 | 41-8 | 95-7 | 94-4 | 86-3 | 40-00 | 38-99 | 36-07 |
| Durable goods..... | 42-6 | 42-3 | 42-9 | 122-8 | 121-6 | 110-6 | 52-31 | 51-44 | 47-45 |
| Non-durable goods..... | 42-4 | 42-1 | 42-4 | 104-7 | 103-4 | 94-3 | 45-89 | 44-85 | 42-40 |
| Construction..... | 39-7 | 39-0 | 39-7 | 115-6 | 115-0 | 106-8 | 49-23 | 46-43 | 45-67 |
| Buildings and structures..... | 39-7 | 37-9 | 40-1 | 124-0 | 122-5 | 113-9 | 49-23 | 46-43 | 45-67 |
| Highways, bridges and street construction..... | 39-8 | 42-3 | 38-6 | 94-1 | 94-6 | 89-0 | 37-45 | 40-02 | 34-35 |
| Electric and motor transportation..... | 45-0 | 44-6 | ..... | 115-6 | 116-2 | ..... | 52-02 | 51-83 | ..... |
| Service..... | 42-6 | 42-5 | 42-9 | 69-7 | 69-0 | 66-3 | 29-69 | 29-33 | 28-36 |
| Hotels and restaurants..... | 43-3 | 43-3 | 43-6 | 69-7 | 68-9 | 65-1 | 30-18 | 29-83 | 28-38 |
| Laundries, dyeing, pressing and cleaning..... | 41-6 | 41-0 | 42-2 | 66-8 | 66-3 | 64-9 | 27-79 | 27-18 | 27-39 |

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

| Date | Average Hours Worked per Week | Average Hourly Earnings | Average Weekly Earnings | Index Numbers (Av. 1946=100) | | |
|----------------------------------|-------------------------------|-------------------------|-------------------------|------------------------------|----------------|------------------------------|
| | | | | Average Weekly Earnings | Cost of Living | Average Real Weekly Earnings |
| | | cts. | \$ | | | |
| Monthly Average 1945..... | 44.3 | 69.4 | 30.71 | 102.8 | 96.7 | 106.3 |
| Monthly Average 1946..... | 42.7 | 70.0 | 29.87 | 100.0 | 100.0 | 100.0 |
| Monthly Average 1947..... | 42.5 | 80.3 | 34.13 | 114.3 | 109.6 | 104.3 |
| Monthly Average 1948..... | 42.2 | 91.3 | 38.53 | 129.0 | 127.8 | 100.9 |
| Monthly Average 1949..... | 42.3 | 98.6 | 41.71 | 139.6 | 129.6 | 107.7 |
| Monthly Average 1950..... | 42.5 | 103.6 | 44.03 | 147.4 | 134.7 | 109.5 |
| Week Preceding: | | | | | | |
| May 1, 1950..... | 42.4* | 102.5 | 43.46* | 145.5 | 132.7 | 109.6 |
| June 1, 1950..... | 42.0 | 103.5 | 43.47 | 145.5 | 133.8 | 108.7 |
| July 1, 1950..... | 42.5 | 103.9 | 44.16 | 147.8 | 135.5 | 109.1 |
| August 1, 1950..... | 42.5 | 104.2 | 44.29 | 148.3 | 136.3 | 108.8 |
| September 1, 1950..... | 41.9 | 104.4 | 43.74 | 146.4 | 137.4 | 106.6 |
| October 1, 1950..... | 42.9 | 105.3 | 45.17 | 151.2 | 138.1 | 109.5 |
| November 1, 1950..... | 43.0 | 106.4 | 45.75 | 153.2 | 138.1 | 110.9 |
| December 1, 1950..... | 43.1 | 107.8 | 46.46 | 155.5 | 138.4 | 112.4 |
| January 1, 1951..... | 43.0* | 109.0 | 46.87* | 156.9 | 139.6 | 112.4 |
| February 1, 1951..... | 42.9 | 110.4 | 47.36 | 158.6 | 141.7 | 111.9 |
| March 1, 1951..... | 42.3 | 111.4 | 47.12 | 157.8 | 145.4 | 108.5 |
| April 1, 1951..... | 42.4* | 112.8 | 47.83* | 160.1 | 147.1 | 108.8 |
| May 1, 1951 ⁽¹⁾ | 42.5 | 114.1 | 48.49 | 162.3 | 147.2 | 110.3 |

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100)

* Figures adjusted for holidays. The actual figures are: May 1, 1950, 42.6 hours, \$43.67; January 1, 1951, 40.1 hours, \$43.71; April 1, 1951, 42.2 hours, \$47.60.

⁽¹⁾ Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

| Month | Unfilled Vacancies | | | Live Applications for Employment | | |
|-----------------------------------|--------------------|--------|---------|----------------------------------|--------|---------|
| | Male | Female | Total | Male | Female | Total |
| Date Nearest: | | | | | | |
| July 1, 1945..... | 117,390 | 44,420 | 161,810 | 54,753 | 23,029 | 77,782 |
| July 1, 1946..... | 71,018 | 47,961 | 118,969 | 139,977 | 36,758 | 176,735 |
| July 1, 1947..... | 59,921 | 35,263 | 95,184 | 80,985 | 33,514 | 114,499 |
| July 1, 1948..... | 34,242 | 22,183 | 56,425 | 80,206 | 38,364 | 118,570 |
| July 1, 1949..... | 20,679 | 21,775 | 42,454 | 103,275 | 44,216 | 147,491 |
| July 1, 1950..... | 24,392 | 15,519 | 39,911 | 136,291 | 68,250 | 204,541 |
| August 1, 1950..... | 26,391 | 13,582 | 39,973 | 99,100 | 58,188 | 157,288 |
| September 1, 1950..... | 29,631 | 16,559 | 46,190 | 97,634 | 53,969 | 151,603 |
| October 1, 1950..... | 47,469 | 17,322 | 64,791 | 79,760 | 53,314 | 133,074 |
| November 1, 1950..... | 41,144 | 13,085 | 54,229 | 89,690 | 67,310 | 147,000 |
| December 1, 1950..... | 32,081 | 11,039 | 43,120 | 124,850 | 61,456 | 186,306 |
| January 1, 1951..... | 24,402 | 9,968 | 34,370 | 173,186 | 53,691 | 226,877 |
| February 1, 1951..... | 24,983 | 10,795 | 35,778 | 231,826 | 68,220 | 300,046 |
| March 1, 1951..... | 24,550 | 13,118 | 37,668 | 232,385 | 64,312 | 296,697 |
| April 1, 1951..... | 27,054 | 14,324 | 41,378 | 228,942 | 61,334 | 290,276 |
| May 1, 1951..... | 36,940 | 15,513 | 52,453 | 163,309 | 54,201 | 217,510 |
| June 1, 1951..... | 48,353 | 17,701 | 66,054 | 101,384 | 49,677 | 151,061 |
| July 1, 1951 ⁽¹⁾ | 45,183 | 16,775 | 61,958 | 86,997 | 52,773 | 139,770 |

⁽¹⁾ Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
MAY 31, 1951⁽¹⁾**

Source: Form UIC 751

| Industry | Male | Female | Total | Absolute change from | |
|---|---------------|---------------|---------------|-------------------------|------------------------|
| | | | | May 3 1951 | June 1 1950 |
| Agriculture, fishing, trapping | 3,194 | 453 | 3,647 | + 733 | + 1,053 |
| Logging | 12,932 | 10 | 12,942 | + 4,490 | + 10,161 |
| Pulpwood..... | 11,795 | 6 | 11,801 | + | 9,639 |
| Lumber..... | 1,044 | 3 | 1,047 | + | 460 |
| Other logging..... | 93 | 1 | 94 | + | 62 |
| Mining | 2,344 | 27 | 2,371 | + 905 | + 1,601 |
| Coal..... | 271 | 1 | 272 | + | 184 |
| Metallic ores— | | | | | |
| Iron..... | 170 | 5 | 175 | — | 102 |
| Gold..... | 461 | 6 | 467 | — | 288 |
| Nickel..... | 1,136 | ..... | 1,136 | + | 949 |
| Other metallic ores and non-metallic minerals..... | 191 | 4 | 195 | + | 109 |
| Prospecting and oil producing..... | 115 | 11 | 126 | — | 31 |
| Manufacturing | 10,248 | 3,049 | 13,297 | + 2,102 | + 5,548 |
| Food and kindred products (including tobacco)..... | 898 | 397 | 1,295 | + | 176 |
| Textiles and apparel..... | 490 | 1,571 | 2,061 | — | 253 |
| Lumber and finished lumber products..... | 1,181 | 69 | 1,250 | + | 403 |
| Pulp and paper products including printing..... | 512 | 173 | 685 | + | 78 |
| Chemicals and allied products..... | 263 | 146 | 409 | — | 66 |
| Petroleum and coal products..... | 34 | 15 | 49 | — | 12 |
| Rubber products..... | 322 | 18 | 340 | — | 154 |
| Leather and leather products..... | 62 | 139 | 201 | — | 19 |
| Stone, clay and glass products..... | 291 | 44 | 335 | + | 94 |
| Iron and steel and products..... | 1,722 | 81 | 1,803 | + | 1,341 |
| Non-ferrous metals and products..... | 856 | 75 | 931 | + | 618 |
| Machinery..... | 1,136 | 58 | 1,194 | + | 713 |
| Electrical equipment and products..... | 416 | 108 | 524 | — | 222 |
| Transportation equipment and other manufacturing..... | 2,065 | 155 | 2,220 | + | 1,423 |
| Construction | 6,039 | 83 | 6,122 | + 1,204 | + 2,315 |
| Transportation and storage | 2,724 | 225 | 2,949 | + 462 | + 1,113 |
| Communications, and other public utilities | 519 | 281 | 800 | — 19 | + 390 |
| Trade | 3,516 | 2,394 | 5,910 | + 684 | + 677 |
| Wholesale..... | 1,270 | 486 | 1,756 | + | 351 |
| Retail..... | 2,246 | 1,908 | 4,154 | + | 326 |
| Finance, insurance, real estate | 994 | 976 | 1,970 | — 43 | + 90 |
| Service | 5,843 | 10,203 | 16,046 | + 3,139 | + 1,861 |
| Public..... | 2,143 | 1,149 | 3,292 | + | 1,344 |
| Domestic..... | 151 | 3,755 | 3,906 | + | 448 |
| Personal..... | 2,075 | 4,922 | 6,997 | + | 729 |
| Other service..... | 1,474 | 377 | 1,851 | + | 239 |
| All Industries | 48,353 | 17,701 | 66,054 | + 13,657 | + 24,632 |

(1) Preliminary—subject to revision.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 31, 1951⁽¹⁾

SOURCE: Form UIC 757

| Occupational Group | Unfilled Vacancies | | | Live Applications for Employment | | |
|---|--------------------|---------------|---------------|----------------------------------|---------------|----------------|
| | Male | Female | Total | Male | Female | Total |
| Professional and managerial workers.... | 1,590 | 468 | 2,058 | 3,776 | 959 | 4,735 |
| Clerical workers..... | 2,380 | 4,234 | 6,614 | 5,300 | 11,350 | 16,650 |
| Sales workers..... | 1,737 | 1,247 | 2,984 | 3,045 | 6,294 | 9,339 |
| Personal and domestic service workers.... | 1,906 | 8,425 | 10,331 | 9,650 | 8,514 | 18,164 |
| Seamen..... | 75 | ..... | 75 | 1,278 | 14 | 1,292 |
| Agriculture and fishing..... | 3,171 | 523 | 3,694 | 1,042 | 312 | 1,354 |
| Skilled and semiskilled workers..... | 25,745 | 2,031 | 27,776 | 36,981 | 11,482 | 48,463 |
| Food and kindred products..... | 174 | 38 | 212 | 608 | 579 | 1,187 |
| Textiles, clothing, etc..... | 225 | 1,437 | 1,662 | 2,351 | 6,865 | 9,216 |
| Lumber and wood products..... | 12,970 | 2 | 12,972 | 3,726 | 84 | 3,810 |
| Pulp, paper and printing..... | 105 | 21 | 126 | 386 | 281 | 667 |
| Leather and products..... | 43 | 109 | 152 | 1,127 | 1,073 | 2,200 |
| Stone, clay and glass products..... | 32 | 1 | 33 | 99 | 46 | 145 |
| Metalworking..... | 4,072 | 14 | 4,086 | 2,930 | 314 | 3,244 |
| Electrical..... | 211 | 28 | 239 | 740 | 200 | 940 |
| Transportation equipment, n.e.c..... | 203 | ..... | 203 | 145 | 42 | 187 |
| Mining..... | 417 | ..... | 417 | 740 | ..... | 740 |
| Construction..... | 2,342 | 1 | 2,343 | 9,626 | 1 | 9,627 |
| Transportation (except seamen)..... | 1,586 | 11 | 1,597 | 5,423 | 45 | 5,468 |
| Communications and public utility..... | 55 | ..... | 55 | 267 | ..... | 267 |
| Trade and service..... | 437 | 282 | 719 | 1,229 | 782 | 2,011 |
| Other skilled and semiskilled..... | 2,430 | 65 | 2,495 | 4,777 | 946 | 5,723 |
| Foremen..... | 112 | 7 | 119 | 974 | 138 | 1,112 |
| Apprentices..... | 331 | 15 | 346 | 1,833 | 86 | 1,919 |
| Unskilled workers..... | 11,749 | 773 | 12,522 | 40,312 | 10,752 | 51,064 |
| Food and tobacco..... | 254 | 194 | 448 | 1,055 | 2,532 | 3,587 |
| Lumber and lumber products..... | 622 | 3 | 625 | 1,857 | 203 | 2,060 |
| Metalworking..... | 859 | 21 | 880 | 1,072 | 219 | 1,291 |
| Construction..... | 3,452 | ..... | 3,452 | 6,188 | 1 | 6,189 |
| Other unskilled workers..... | 6,562 | 555 | 7,117 | 30,140 | 7,797 | 37,937 |
| Total..... | 48,353 | 17,701 | 66,054 | 101,384 | 49,677 | 151,061 |

(¹) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF MAY 1951

SOURCE: Form UIC 751

| Industry | Weekly Average | | |
|---|--------------------|-----------|------------|
| | Vacancies Notified | Referrals | Placements |
| Agriculture, fishing, trapping..... | 1,307 | 1,049 | 946 |
| Logging..... | 3,024 | 1,151 | 785 |
| Mining..... | 813 | 558 | 382 |
| Manufacturing..... | 7,705 | 7,031 | 4,906 |
| Food and kindred products (including Tobacco)..... | 1,510 | 1,284 | 848 |
| Textiles, apparel, etc..... | 922 | 882 | 627 |
| Lumber and finished lumber products..... | 1,064 | 1,009 | 783 |
| Pulp and paper products including printing..... | 570 | 566 | 419 |
| Chemicals and allied products..... | 273 | 323 | 182 |
| Petroleum and coal products..... | 64 | 77 | 45 |
| Rubber products..... | 101 | 122 | 63 |
| Leather and leather products..... | 110 | 109 | 77 |
| Stone, clay and glass products..... | 253 | 257 | 173 |
| Iron and steel and products..... | 665 | 597 | 415 |
| Non-ferrous metals and products..... | 433 | 316 | 221 |
| Machinery..... | 509 | 446 | 321 |
| Electrical equipment and products..... | 266 | 298 | 195 |
| Transportation equipment and other manufacturing..... | 965 | 745 | 537 |
| Construction..... | 6,609 | 6,352 | 4,964 |
| Transportation and storage..... | 2,156 | 1,878 | 1,474 |
| Communications, and other public utilities..... | 363 | 352 | 217 |
| Trade..... | 3,891 | 4,039 | 2,553 |
| Finance, insurance, real estate..... | 473 | 490 | 244 |
| Service..... | 9,743 | 8,587 | 6,416 |
| All industries..... | 36,084 | 31,487 | 22,887 |

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS MAY 4, TO MAY 31, 1951; UNPLACED APPLICANTS AS
AT JUNE 28, 1951**

SOURCE: Form UIC 751

| Office | Vacancies | | Registered end of period | Referred to vacancies | Applicants | | Unplaced end of period | Unplaced as at June 28, 1951 |
|----------------------------------|------------------------------|------------------------------|--------------------------------|-----------------------------|---------------|--------------|------------------------------|---------------------------------------|
| | Reported during period | Unfilled end of period | | | Regular | Casual | | |
| Newfoundland..... | 183 | 98 | 1,472 | 203 | 94 | 28 | 7,482 | 4,876 |
| Corner Brook..... | 71 | 44 | 217 | 34 | 19 | 7 | 977 | 677 |
| Grand Falls..... | 1 | ..... | 112 | 1 | 1 | ..... | 764 | 375 |
| St. John's..... | 111 | 54 | 1,143 | 168 | 74 | 21 | 5,741 | 3,824 |
| Prince Edward Island..... | 663 | 207 | 669 | 1,074 | 438 | 150 | 1,146 | 810 |
| Charlottetown..... | 501 | 169 | 433 | 690 | 331 | 117 | 692 | 479 |
| Summerside..... | 162 | 38 | 236 | 384 | 107 | 33 | 454 | 331 |
| Nova Scotia..... | 4,313 | 2,095 | 5,883 | 4,266 | 2,347 | 692 | 9,161 | 8,129 |
| Amherst..... | 105 | 1 | 138 | 213 | 100 | 8 | 309 | 200 |
| Bridgewater..... | 39 | 38 | 173 | 162 | 26 | 6 | 288 | 246 |
| Halifax..... | 1,954 | 1,101 | 2,829 | 1,973 | 1,020 | 450 | 3,245 | 3,009 |
| Inverness..... | 13 | 8 | 36 | 3 | 3 | ..... | 166 | 118 |
| Kentville..... | 119 | 114 | 263 | 142 | 79 | 4 | 792 | 556 |
| Liverpool..... | 420 | 376 | 72 | 33 | 41 | ..... | 162 | 120 |
| New Glasgow..... | 492 | 124 | 560 | 584 | 357 | 74 | 639 | 675 |
| Springhill..... | 14 | 1 | 76 | 9 | 9 | ..... | 191 | 144 |
| Sydney..... | 885 | 174 | 1,373 | 926 | 591 | 149 | 2,569 | 2,457 |
| Truro..... | 214 | 143 | 219 | 137 | 70 | 1 | 267 | 230 |
| Yarmouth-Shelburne..... | 58 | 15 | 144 | 84 | 51 | ..... | 533 | 374 |
| New Brunswick..... | 5,652 | 3,240 | 4,991 | 4,187 | 2,607 | 535 | 8,475 | 6,335 |
| Bathurst..... | 194 | 100 | 234 | 145 | 31 | 69 | 1,000 | 471 |
| Campbellton..... | 445 | 329 | 312 | 420 | 96 | 27 | 509 | 343 |
| Edmundston..... | 627 | 377 | 265 | 505 | 448 | 1 | 211 | 173 |
| Fredericton..... | 467 | 238 | 355 | 324 | 213 | 57 | 416 | 305 |
| Minto..... | 115 | 63 | 132 | 109 | 63 | ..... | 381 | 258 |
| Moncton..... | 1,630 | 827 | 1,733 | 1,471 | 878 | 283 | 2,244 | 1,827 |
| Newcastle..... | 438 | 215 | 233 | 287 | 189 | ..... | 512 | 323 |
| Saint John..... | 757 | 259 | 1,443 | 682 | 537 | 82 | 2,548 | 2,177 |
| St. Stephen..... | 107 | 41 | 136 | 127 | 67 | 13 | 436 | 322 |
| Sussex..... | 268 | 196 | 71 | 73 | 60 | 2 | 64 | 65 |
| Woodstock..... | 604 | 595 | 77 | 44 | 25 | 1 | 154 | 71 |
| Quebec..... | 37,935 | 17,496 | 37,322 | 31,205 | 20,862 | 1,690 | 47,303 | 39,768 |
| Asbestos..... | 125 | 105 | 51 | 92 | 73 | 5 | 144 | 138 |
| Beauharnois..... | 243 | 128 | 167 | 197 | 115 | ..... | 222 | 204 |
| Buckingham..... | 272 | 43 | 171 | 237 | 210 | 5 | 238 | 174 |
| Causapscal..... | 13 | 4 | 164 | 14 | 12 | ..... | 580 | 223 |
| Chandler..... | 71 | 534 | 353 | 388 | 34 | 28 | 1,012 | 601 |
| Chicoutimi..... | 2,731 | 1,159 | 773 | 445 | 221 | 70 | 747 | 490 |
| Dolbeau..... | 178 | 119 | 89 | 24 | 18 | ..... | 301 | 76 |
| Drummondville..... | 259 | 46 | 532 | 256 | 182 | 8 | 1,128 | 1,010 |
| Farnham..... | 127 | 94 | 146 | 60 | 59 | ..... | 219 | 236 |
| Granby..... | 188 | 21 | 492 | 203 | 164 | 15 | 597 | 589 |
| Hull..... | 672 | 246 | 712 | 467 | 298 | 8 | 1,191 | 880 |
| Joliette..... | 426 | 195 | 415 | 387 | 246 | 8 | 729 | 403 |
| Jonquiere..... | 470 | 72 | 607 | 512 | 370 | 11 | 728 | 504 |
| Lachute..... | 115 | 27 | 133 | 108 | 73 | 4 | 187 | 174 |
| La Malbaie..... | 90 | 79 | 128 | 49 | 34 | 9 | 551 | 188 |
| La Tuque..... | 687 | 478 | 762 | 305 | 539 | ..... | 190 | 163 |
| Levis..... | 297 | 135 | 620 | 255 | 197 | 5 | 1,064 | 853 |
| Matane..... | 525 | 188 | 151 | 340 | 326 | ..... | 531 | 254 |
| Megantic..... | 442 | 178 | 255 | 296 | 315 | 3 | 135 | 120 |
| Mont-Laurier..... | 167 | 57 | 81 | 107 | 55 | ..... | 141 | 105 |
| Montmagny..... | 188 | 119 | 396 | 73 | 61 | 5 | 444 | 301 |
| Montreal..... | 17,183 | 5,821 | 17,134 | 15,636 | 10,916 | 942 | 17,229 | 16,319 |
| Port Alfred..... | 186 | 38 | 42 | 90 | 142 | ..... | 272 | 229 |
| Quebec..... | 2,810 | 1,384 | 3,873 | 3,268 | 1,382 | 188 | 5,540 | 4,807 |
| Rimouski..... | 332 | 553 | 152 | 316 | 263 | ..... | 765 | 299 |
| Riviere du Loup..... | 146 | 28 | 269 | 124 | 108 | 8 | 820 | 414 |
| Rouyn..... | 429 | 279 | 531 | 418 | 179 | 43 | 598 | 397 |
| Ste. Agathe..... | 237 | 69 | 106 | 258 | 203 | ..... | 163 | 64 |
| Ste. Anne de Bellevue..... | 122 | 11 | 239 | 123 | 112 | ..... | 159 | 162 |
| Ste. Therese..... | 251 | 87 | 223 | 265 | 167 | 2 | 241 | 268 |
| St. Georges de Beauce..... | 749 | 654 | 509 | 437 | 313 | 2 | 896 | 619 |
| St. Hyacinthe..... | 1,601 | 1,318 | 476 | 454 | 345 | 34 | 777 | 588 |
| St. Jean..... | 469 | 190 | 669 | 438 | 229 | 5 | 414 | 391 |
| St. Jerome..... | 227 | 61 | 439 | 219 | 141 | 16 | 475 | 542 |
| St. Joseph d'Alma..... | 444 | 126 | 475 | 291 | 262 | 1 | 774 | 794 |
| Shawinigan Falls..... | 305 | 109 | 574 | 398 | 193 | ..... | 1,038 | 1,041 |
| Sherbrooke..... | 1,322 | 498 | 1,342 | 1,096 | 687 | 159 | 1,166 | 1,219 |
| Sorel..... | 704 | 1,039 | 316 | 367 | 252 | ..... | 293 | 305 |
| Thetford Mines..... | 155 | 115 | 316 | 233 | 112 | 4 | 540 | 422 |
| Three Rivers..... | 685 | 567 | 931 | 799 | 420 | 64 | 2,338 | 1,863 |
| Val d'Or..... | 439 | 234 | 449 | 344 | 258 | 15 | 343 | 261 |
| Valleyfield..... | 589 | 194 | 603 | 581 | 410 | 6 | 843 | 518 |
| Victoriaville..... | 264 | 94 | 456 | 235 | 166 | 17 | 540 | 560 |

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS MAY 4, TO MAY 31, 1951; UNPLACED APPLICANTS AS
AT JUNE 28, 1951—Continued**

SOURCE: Form UIC 751

| Office | Vacancies | | Applicants | | | | | |
|--------------------|------------------------|------------------------|--------------------------|-----------------------|---------------|--------------|------------------------|------------------------------|
| | Reported during period | Unfilled end of period | Registered end of period | Referred to vacancies | Placements | | Unplaced end of period | Unplaced as at June 28, 1951 |
| | | | | | Regular | Casual | | |
| Ontario | 56,169 | 31,430 | 55,398 | 47,693 | 29,208 | 5,790 | 37,748 | 40,967 |
| Arnprior | 173 | 39 | 138 | 170 | 203 | | 35 | 27 |
| Barrie | 853 | 319 | 703 | 741 | 647 | 12 | 122 | 135 |
| Belleville | 355 | 140 | 413 | 392 | 158 | 53 | 414 | 454 |
| Bracebridge | 300 | 129 | 179 | 230 | 211 | 2 | 124 | 69 |
| Brampton | 182 | 104 | 179 | 167 | 148 | 2 | 78 | 87 |
| Brantford | 711 | 192 | 1,127 | 735 | 513 | 73 | 1,016 | 1,079 |
| Brookville | 155 | 26 | 202 | 184 | 114 | 23 | 152 | 148 |
| Carleton Place | 42 | 10 | 103 | 41 | 33 | | 173 | 159 |
| Chatham | 402 | 122 | 568 | 474 | 227 | 62 | 616 | 549 |
| Cobourg | 231 | 26 | 236 | 227 | 173 | 22 | 169 | 169 |
| Collingwood | 226 | 20 | 136 | 235 | 222 | 4 | 230 | 199 |
| Cornwall | 512 | 69 | 588 | 525 | 411 | 48 | 549 | 543 |
| Port Erie | 103 | 43 | 57 | 83 | 40 | | 72 | 102 |
| Port Frances | 173 | 81 | 121 | 165 | 127 | 8 | 72 | 52 |
| Port William | 747 | 279 | 839 | 751 | 614 | 89 | 496 | 360 |
| Galt | 360 | 335 | 316 | 227 | 168 | 2 | 230 | 345 |
| Gananoque | 46 | 15 | 57 | 49 | 26 | 12 | 44 | 36 |
| Goderich | 141 | 128 | 79 | 93 | 72 | 6 | 66 | 65 |
| Guelph | 312 | 159 | 436 | 292 | 177 | 36 | 257 | 321 |
| Hamilton | 3,772 | 1,573 | 4,771 | 3,932 | 1,939 | 706 | 2,791 | 2,818 |
| Hawkesbury | 208 | 203 | 157 | 186 | 178 | | 118 | 91 |
| Ingersoll | 200 | 106 | 160 | 141 | 116 | 3 | 130 | 99 |
| Kapuskasing | 891 | 1,041 | 127 | 122 | 131 | 3 | 78 | 73 |
| Kenora | 118 | 244 | 127 | 117 | 119 | 16 | 172 | 105 |
| Kingston | 928 | 239 | 935 | 1,042 | 641 | 57 | 585 | 623 |
| Kirkland Lake | 441 | 347 | 279 | 282 | 131 | 54 | 284 | 255 |
| Kitchener-Waterloo | 793 | 275 | 721 | 895 | 582 | 56 | 357 | 356 |
| Leamington | 298 | 65 | 216 | 369 | 157 | 72 | 140 | 461 |
| Lindsay | 146 | 67 | 183 | 173 | 83 | 25 | 129 | 103 |
| Listowel | 79 | 40 | 93 | 123 | 65 | 3 | 79 | 74 |
| London | 2,720 | 1,294 | 2,668 | 2,372 | 1,201 | 553 | 1,159 | 1,271 |
| Midland | 191 | 43 | 144 | 188 | 136 | 14 | 120 | 134 |
| Napanee | 51 | 22 | 58 | 41 | 27 | 4 | 63 | 38 |
| New Toronto | 822 | 360 | 919 | 739 | 532 | 16 | 584 | 746 |
| Niagara Falls | 767 | 186 | 875 | 721 | 469 | 75 | 353 | 419 |
| North Bay | 1,137 | 269 | 1,207 | 1,128 | 834 | 169 | 247 | 265 |
| Oroville | 323 | 62 | 242 | 359 | 241 | 42 | 236 | 170 |
| Oshawa | 1,186 | 328 | 1,659 | 1,272 | 941 | 71 | 1,205 | 1,685 |
| Ottawa | 2,793 | 1,073 | 1,673 | 2,145 | 1,178 | 346 | 1,491 | 1,340 |
| Owen Sound | 359 | 114 | 374 | 427 | 264 | 24 | 241 | 383 |
| Parry Sound | 95 | 14 | 60 | 88 | 69 | | 21 | 19 |
| Pembroke | 426 | 247 | 321 | 301 | 184 | 14 | 187 | 224 |
| Perth | 119 | 43 | 101 | 108 | 88 | 11 | 175 | 127 |
| Peterborough | 404 | 195 | 605 | 463 | 324 | 13 | 733 | 861 |
| Pictou | 111 | 37 | 70 | 99 | 69 | 1 | 61 | 39 |
| Port Arthur | 1,482 | 2,835 | 984 | 836 | 663 | 30 | 579 | 453 |
| Port Colborne | 139 | 43 | 191 | 108 | 80 | | 223 | 203 |
| Prescott | 159 | 28 | 44 | 56 | 43 | | 84 | 76 |
| Renfrew | 209 | 28 | 218 | 192 | 173 | 6 | 82 | 101 |
| St. Catharines | 975 | 299 | 1,130 | 789 | 575 | 95 | 905 | 917 |
| St. Thomas | 309 | 150 | 375 | 356 | 153 | 53 | 342 | 338 |
| Sarnia | 565 | 123 | 650 | 625 | 416 | 25 | 296 | 270 |
| Sault Ste. Marie | 1,275 | 967 | 531 | 539 | 474 | 31 | 323 | 378 |
| Simcoe | 406 | 316 | 228 | 243 | 166 | 2 | 368 | 183 |
| Sioux Lookout | 226 | 96 | 237 | 206 | 120 | 11 | 109 | 61 |
| Smiths' Falls | 114 | 31 | 112 | 115 | 66 | 11 | 149 | 139 |
| Stratford | 243 | 104 | 241 | 224 | 145 | 26 | 145 | 184 |
| Sturgeon Falls | 146 | 23 | 190 | 189 | 74 | 50 | 160 | 177 |
| Sudbury | 2,909 | 2,648 | 1,128 | 1,127 | 692 | 230 | 507 | 666 |
| Timmins | 817 | 427 | 794 | 761 | 438 | 94 | 563 | 624 |
| Toronto | 16,868 | 10,710 | 18,092 | 14,412 | 8,139 | 1,896 | 11,914 | 13,840 |
| Trenton | 228 | 67 | 294 | 302 | 196 | 2 | 134 | 207 |
| Walkerton | 105 | 50 | 104 | 109 | 75 | | 74 | 184 |
| Wallaceburg | 151 | 4 | 263 | 169 | 96 | 51 | 234 | 180 |
| Welland | 459 | 113 | 670 | 584 | 346 | 17 | 514 | 396 |
| Weston | 1,403 | 1,135 | 416 | 316 | 193 | 1 | 280 | 312 |
| Windsor | 1,485 | 373 | 3,087 | 1,668 | 786 | 340 | 2,987 | 3,192 |
| Woodstock | 194 | 137 | 197 | 153 | 116 | 17 | 122 | 208 |
| Manitoba | 9,234 | 4,174 | 10,443 | 8,371 | 4,224 | 1,793 | 9,471 | 7,793 |
| Brandon | 741 | 542 | 605 | 526 | 375 | 38 | 418 | 394 |
| Dauphin | 237 | 73 | 181 | 196 | 157 | 14 | 134 | 167 |
| Flin Flon | 182 | 201 | 181 | 197 | 127 | 20 | 48 | 53 |
| Portage la Prairie | 384 | 80 | 515 | 299 | 263 | 13 | 435 | 390 |
| The Pas | 806 | 346 | 76 | 72 | 314 | 1 | 60 | 30 |
| Winnipeg | 6,884 | 2,932 | 8,885 | 7,081 | 2,988 | 1,707 | 8,376 | 6,759 |

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MAY 4, TO MAY 31, 1951; UNPLACED APPLICANTS AS AT JUNE 28, 1951—Concluded

Source: Form UIC 751

| Office | Vacancies | | Applicants | | | | | |
|------------------------------|------------------------|------------------------|--------------------------|-----------------------|---------------|---------------|------------------------|------------------------------|
| | Reported during period | Unfilled end of period | Registered end of period | Referred to vacancies | Placements | | Unplaced end of period | Unplaced as at June 28, 1951 |
| | | | | | Regular | Casual | | |
| Saskatchewan..... | 6,580 | 2,935 | 5,402 | 5,702 | 3,278 | 890 | 3,522 | 3,418 |
| Estevan..... | 210 | 92 | 102 | 179 | 112 | 12 | 67 | 75 |
| Moose Jaw..... | 737 | 455 | 566 | 599 | 344 | 41 | 399 | 414 |
| North Battleford..... | 207 | 111 | 108 | 175 | 144 | ..... | 257 | 128 |
| Prince Albert..... | 631 | 339 | 430 | 462 | 287 | 54 | 620 | 504 |
| Regina..... | 1,990 | 549 | 1,794 | 2,014 | 1,075 | 505 | 459 | 586 |
| *Saskatoon..... | 2,131 | 998 | 1,856 | 1,702 | 962 | 242 | 1,254 | 1,329 |
| Swift Current..... | 170 | 98 | 123 | 180 | 121 | 12 | 119 | 95 |
| Weyburn..... | 181 | 78 | 88 | 97 | 85 | 4 | 32 | 61 |
| Yorkton..... | 323 | 215 | 335 | 294 | 148 | 20 | 315 | 226 |
| Alberta..... | 11,532 | 5,372 | 10,455 | 11,025 | 6,068 | 1,953 | 6,477 | 5,467 |
| Blairmore..... | 121 | 105 | 90 | 58 | 76 | 1 | 116 | 97 |
| Calgary..... | 4,305 | 1,518 | 3,940 | 4,238 | 2,187 | 692 | 2,672 | 2,374 |
| Drumheller..... | 104 | 32 | 98 | 89 | 82 | ..... | 168 | 148 |
| Edmonton..... | 5,306 | 2,797 | 5,056 | 5,276 | 2,672 | 1,227 | 2,566 | 2,009 |
| Edson..... | 194 | 143 | 54 | 96 | 117 | ..... | 80 | 43 |
| Lethbridge..... | 1,063 | 471 | 890 | 892 | 728 | 28 | 379 | 347 |
| Medicine Hat..... | 213 | 98 | 122 | 161 | 123 | ..... | 172 | 141 |
| Red Deer..... | 226 | 208 | 205 | 215 | 83 | 5 | 324 | 308 |
| British Columbia..... | 12,074 | 4,103 | 18,880 | 12,221 | 7,678 | 1,222 | 21,015 | 22,717 |
| Chilliwack..... | 229 | 31 | 383 | 317 | 215 | 36 | 516 | 459 |
| Courtenay..... | 153 | 94 | 162 | 122 | 68 | 12 | 154 | 688 |
| Cranbrook..... | 81 | 45 | 74 | 112 | 33 | 3 | 293 | 151 |
| Dawson Creek..... | 83 | 3 | 72 | 86 | 88 | ..... | 77 | 73 |
| Duncan..... | 249 | 72 | 263 | 259 | 156 | 12 | 186 | 542 |
| Kamloops..... | 346 | 172 | 320 | 243 | 220 | ..... | 179 | 128 |
| Kelowna..... | 150 | 22 | 247 | 192 | 85 | 49 | 495 | 618 |
| Nanaimo..... | 274 | 36 | 352 | 298 | 178 | 51 | 417 | 1,415 |
| Nelson..... | 217 | 49 | 181 | 210 | 157 | 6 | 185 | 118 |
| New Westminster..... | 735 | 329 | 2,119 | 724 | 411 | 105 | 3,172 | 3,100 |
| Penticton..... | 125 | 26 | 156 | 117 | 90 | 4 | 328 | 166 |
| Port Alberni..... | 230 | 76 | 260 | 253 | 155 | 6 | 137 | 255 |
| Prince George..... | 796 | 151 | 991 | 918 | 704 | 62 | 497 | 152 |
| Prince Rupert..... | 330 | 110 | 343 | 333 | 335 | ..... | 127 | 149 |
| Princeton..... | 120 | 16 | 97 | 127 | 101 | ..... | 8 | 3 |
| Trail..... | 207 | 34 | 322 | 234 | 177 | 17 | 332 | 345 |
| Vancouver..... | 5,840 | 2,026 | 10,462 | 5,982 | 3,231 | 708 | 11,986 | 12,423 |
| Vernon..... | 416 | 185 | 300 | 286 | 181 | 13 | 308 | 146 |
| Victoria..... | 1,153 | 460 | 1,583 | 1,167 | 737 | 138 | 1,548 | 1,738 |
| Whitehorse..... | 340 | 166 | 193 | 241 | 356 | ..... | 70 | 48 |
| Canada..... | 144,335 | 71,150 | 150,915 | 125,947 | 76,804 | 14,743 | 151,900 | 140,280 |
| Males..... | 109,373 | 52,186 | 106,076 | 91,955 | 60,373 | 9,108 | 101,831 | 87,239 |
| Females..... | 34,962 | 18,964 | 44,839 | 33,992 | 16,431 | 5,635 | 49,969 | 53,041 |

* Includes statistics for Teachers' Office, Province of Saskatchewan

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

1941-1951

Source: Form UIC 751

| Year | Applications | | | Placements | | |
|----------------------|--------------|-----------|-----------|------------|---------|-----------|
| | Male | Female | Total | Male | Female | Total |
| | | | | | | |
| 1941..... | 568,695 | 262,767 | 831,462 | 331,997 | 175,766 | 507,763 |
| 1942..... | 1,044,610 | 499,519 | 1,544,129 | 597,161 | 298,460 | 895,621 |
| 1943..... | 1,681,411 | 1,008,211 | 2,689,622 | 1,239,900 | 704,126 | 1,944,026 |
| 1944..... | 1,583,010 | 902,273 | 2,485,283 | 1,101,854 | 638,063 | 1,739,917 |
| 1945..... | 1,855,036 | 661,948 | 2,516,984 | 1,095,641 | 397,940 | 1,493,581 |
| 1946..... | 1,464,533 | 494,164 | 1,958,697 | 624,052 | 235,360 | 859,412 |
| 1947..... | 1,189,646 | 439,577 | 1,629,223 | 549,376 | 220,473 | 769,849 |
| 1948..... | 1,197,295 | 459,332 | 1,656,627 | 497,916 | 214,424 | 712,340 |
| 1949..... | 1,295,690 | 494,956 | 1,790,646 | 464,363 | 219,816 | 684,179 |
| 1950..... | 1,500,763 | 575,813 | 2,076,576 | 559,882 | 230,920 | 790,802 |
| 1951 (22 weeks)..... | 646,090 | 245,265 | 891,355 | 250,604 | 105,289 | 355,893 |

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| At Beginning of Month of: | Total | Employed | Claimants ¹ |
|---------------------------|-----------|-----------|------------------------|
| 1950—April..... | 2,715,000 | 2,449,600 | 265,400 |
| May..... | 2,659,000 | 2,449,100 | 209,900 |
| June..... | 2,690,000 | 2,543,500 | 146,500 |
| July..... | 2,733,000 | 2,623,600 | 109,400 |
| August..... | 2,735,000 | 2,642,500 | 92,500 |
| September..... | 2,763,000 | 2,664,100 | 98,900 |
| October..... | 2,811,000 | 2,731,700 | 79,300 |
| November..... | 2,838,000 | 2,747,700 | 90,300 |
| December..... | 2,910,000 | 2,785,200 | 124,800 |
| 1951—January..... | 2,911,000 | 2,720,900 | 190,100 ² |
| February..... | 2,917,000 | 2,669,400 | 247,600 ² |
| March..... | 2,905,000 | 2,661,200 | 243,800 ² |
| April..... | 2,899,000 | 2,672,500 | 226,500 ² |

¹ Ordinary claimants signing live unemployment register on last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MAY 31, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province and Sex | TOTAL | 6 days and under | 7-12 days | 13-24 days | 25-48 days | 49-72 days | 73 days and over |
|---------------------------------|---------|------------------|-----------|------------|------------|------------|------------------|
| Newfoundland ¹ | 2,071 | 377 | 110 | 228 | 646 | 322 | 388 |
| Male..... | 1,953 | 344 | 94 | 210 | 617 | 307 | 381 |
| Female..... | 118 | 33 | 16 | 18 | 29 | 15 | 7 |
| Prince Edward Island..... | 474 | 49 | 36 | 37 | 81 | 85 | 186 |
| Male..... | 342 | 30 | 13 | 28 | 65 | 67 | 139 |
| Female..... | 132 | 19 | 23 | 9 | 16 | 18 | 47 |
| Nova Scotia..... | 6,144 | 1,269 | 560 | 809 | 1,112 | 802 | 1,562 |
| Male..... | 5,103 | 1,132 | 496 | 685 | 972 | 627 | 1,191 |
| Female..... | 1,041 | 137 | 64 | 124 | 170 | 175 | 371 |
| New Brunswick..... | 5,764 | 1,002 | 523 | 1,006 | 1,373 | 561 | 1,299 |
| Male..... | 4,694 | 766 | 454 | 888 | 1,212 | 439 | 935 |
| Female..... | 1,070 | 236 | 69 | 118 | 161 | 122 | 364 |
| Quebec..... | 35,788 | 7,930 | 3,318 | 4,686 | 7,030 | 3,636 | 9,188 |
| Male..... | 22,698 | 4,681 | 1,920 | 2,959 | 4,825 | 2,501 | 5,812 |
| Female..... | 13,090 | 3,249 | 1,398 | 1,727 | 2,205 | 1,135 | 3,376 |
| Ontario..... | 25,857 | 8,988 | 2,259 | 2,964 | 3,635 | 1,871 | 6,140 |
| Male..... | 15,058 | 5,710 | 1,149 | 1,638 | 1,930 | 990 | 3,741 |
| Female..... | 10,799 | 3,278 | 1,110 | 1,426 | 1,705 | 881 | 2,399 |
| Manitoba..... | 5,581 | 829 | 403 | 695 | 1,110 | 570 | 1,974 |
| Male..... | 2,913 | 369 | 186 | 323 | 537 | 286 | 1,212 |
| Female..... | 2,668 | 460 | 217 | 372 | 573 | 284 | 762 |
| Saskatchewan..... | 1,725 | 185 | 71 | 156 | 317 | 183 | 813 |
| Male..... | 1,026 | 87 | 35 | 92 | 204 | 105 | 503 |
| Female..... | 699 | 98 | 36 | 64 | 113 | 78 | 310 |
| Alberta..... | 4,865 | 1,477 | 248 | 861 | 631 | 434 | 1,214 |
| Male..... | 3,806 | 1,328 | 153 | 742 | 435 | 322 | 826 |
| Female..... | 1,059 | 149 | 95 | 119 | 196 | 112 | 388 |
| British Columbia..... | 12,351 | 2,552 | 1,438 | 1,803 | 1,896 | 1,301 | 3,391 |
| Male..... | 8,715 | 1,836 | 1,141 | 1,337 | 1,237 | 858 | 2,306 |
| Female..... | 3,666 | 716 | 297 | 466 | 659 | 443 | 1,085 |
| TOTAL ¹ | 100,650 | 24,658 | 8,966 | 13,245 | 17,861 | 9,765 | 26,155 |
| MALE..... | 66,308 | 16,283 | 5,641 | 8,902 | 12,034 | 6,502 | 17,046 |
| FEMALE..... | 34,342 | 8,375 | 3,325 | 4,443 | 5,827 | 3,263 | 9,109 |

¹ Includes 106 supplementary benefit claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MAY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Month | 1942 | 1943 | 1944 | 1945 | 1946 | 1947 | 1948 | 1949 | 1950 | 1951 |
|----------------|--------|--------|--------|---------|---------|---------|---------|---------|-----------|---------|
| January..... | | 4,637 | 11,751 | 20,412 | 71,932 | 63,681 | 100,304 | 126,649 | 182,053 | 172,269 |
| February..... | 663 | 4,822 | 12,284 | 14,990 | 59,098 | 47,141 | 76,723 | 93,463 | 109,282 | 109,709 |
| March..... | 4,124 | 5,046 | 10,667 | 13,307 | 50,706 | 43,675 | 63,869 | 88,786 | 119,533 | 109,764 |
| April..... | 2,925 | 3,953 | 6,463 | 8,430 | 35,781 | 35,859 | 48,963 | 58,141 | 80,028 | 75,242 |
| May..... | 2,799 | 2,027 | 4,654 | 8,825 | 34,777 | 27,603 | 33,617 | 52,675 | 71,619 | 56,430 |
| June..... | 4,629 | 1,772 | 3,226 | 10,857 | 30,646 | 21,365 | 31,543 | 44,783 | 51,284 | ..... |
| July..... | 2,668 | 1,087 | 3,106 | 10,886 | 27,576 | 20,034 | 30,487 | 43,486 | 43,929 | ..... |
| August..... | 1,855 | 1,370 | 3,241 | 20,557 | 25,115 | 17,281 | 24,972 | 50,291 | 61,545 | ..... |
| September..... | 1,118 | 1,013 | 3,715 | 40,473 | 28,555 | 20,883 | 28,143 | 51,935 | 42,229 | ..... |
| October..... | 1,058 | 1,475 | 6,222 | 36,717 | 34,891 | 29,369 | 38,104 | 69,349 | 62,243 | ..... |
| November..... | 1,748 | 2,896 | 11,798 | 53,325 | 37,111 | 42,385 | 66,426 | 114,888 | 93,016 | ..... |
| December..... | 3,337 | 6,562 | 13,770 | 57,612 | 52,479 | 73,578 | 105,939 | 139,406 | 134,218 | ..... |
| Total..... | 26,924 | 36,660 | 90,897 | 296,391 | 488,667 | 442,854 | 649,090 | 933,832 | 1,050,979 | 523,414 |

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Claims filed at Local Offices | | | Disposal of Claims (including claims pending from previous months) | | | |
|--------------------------------|-------------------------------|---------|---------|--|---------------------|-------------------------|---------|
| | Total | Initial | Renewal | Total Disposed of | Entitled to Benefit | Not Entitled to Benefit | Pending |
| Newfoundland..... | 1,281 | 1,172 | 109 | 1,461 | 510 | 951 | 329 |
| Prince Edward Island..... | 165 | 115 | 50 | 169 | 112 | 87 | 41 |
| Nova Scotia..... | 2,943 | 1,942 | 1,006 | 3,015 | 2,265 | 750 | 703 |
| New Brunswick..... | 2,963 | 1,991 | 972 | 3,622 | 2,666 | 956 | 509 |
| Quebec..... | 20,584 | 14,183 | 6,401 | 22,132 | 15,852 | 6,280 | 5,091 |
| Ontario..... | 16,956 | 10,550 | 6,386 | 16,594 | 12,306 | 4,288 | 4,569 |
| Manitoba..... | 2,670 | 1,843 | 827 | 3,011 | 2,190 | 821 | 385 |
| Saskatchewan..... | 599 | 435 | 164 | 749 | 477 | 272 | 125 |
| Alberta..... | 1,489 | 1,065 | 424 | 2,088 | 1,486 | 602 | 318 |
| British Columbia..... | 6,795 | 4,004 | 2,791 | 6,992 | 5,021 | 1,971 | 1,847 |
| Total Canada, May, 1951..... | 56,430 ¹ | 37,300 | 19,130 | 59,833 ² | 42,885 | 16,948 | 13,913 |
| Total Canada, April, 1951..... | 75,242 | 52,271 | 22,971 | 84,033 | 59,670 | 24,363 | 17,320 |
| Total Canada, May, 1950..... | 71,619 | 47,150 | 24,469 | 75,675 | 57,862 | 17,813 | 17,553 |

¹ In addition, revised claims received numbered 13,755. ² In addition, 13,901 revised claims were disposed of. Of these, 860 were special requests not granted, and 922 were appeals by claimants. There were 1,611 revised claims pending at the end of the month.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Chief Reasons for Non-Entitlement | Month of May 1951 ¹ | Month of May 1950 ² | Cumulative Total for Current Fiscal Year |
|--|--------------------------------|--------------------------------|--|
| Claims Disallowed..... | 9,590 | 9,889 | 25,684 |
| Claimants Disqualified | | | |
| Not unemployed..... | 3,389 | 2,572 | 6,566 |
| Not capable of and not available for work..... | 1,410 | 1,245 | 2,829 |
| Loss of work due to a labour dispute..... | 44 | 379 | 125 |
| Refused offer of work and neglected opportunity to work..... | 1,916 | 1,471 | 3,518 |
| Discharged for misconduct..... | 495 | 772 | 1,117 |
| Voluntarily left employment without just cause..... | 3,585 | 4,003 | 8,343 |
| Other reasons ³ | 1,870 | 834 | 3,789 |
| Total..... | 22,299 | 21,165 | 51,971 |

¹ Claimants disqualified include 5,289 on revised and 62 on supplementary benefit claims.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

| Province | Number Receiving Benefit in Last Week of the Month | Month of May, 1951 | | |
|---------------------------------|--|---------------------------|-----------------------------|------------------------|
| | | Number Commencing Benefit | Number of Days Benefit Paid | Amount of Benefit Paid |
| Newfoundland..... | 1,413 | 922 | 54,830 | 139,817 |
| Prince Edward Island..... | 468 | 112 | 17,355 | 40,927 |
| Nova Scotia..... | 5,096 | 1,900 | 130,295 | 314,528 |
| New Brunswick..... | 5,631 | 3,223 | 138,418 | 349,880 |
| Quebec..... | 26,093 | 16,229 | 887,956 | 2,153,685 |
| Ontario..... | 17,061 | 8,893 | 499,645 | 1,199,198 |
| Manitoba..... | 5,268 | 2,443 | 151,797 | 354,746 |
| Saskatchewan..... | 1,699 | 743 | 73,105 | 177,484 |
| Alberta..... | 3,258 | 1,750 | 110,347 | 279,592 |
| British Columbia..... | 9,927 | 5,071 | 259,452 | 650,576 |
| Total, Canada, May, 1951..... | 75,914 | 41,286 | 2,323,200 | 5,660,433 |
| Total, Canada, April, 1951..... | 109,424 | 54,744 | 3,087,560 | 7,679,160 |
| Total, Canada, May, 1950..... | 132,656 | 56,868 | 4,004,678 | 9,586,658 |

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1951

Source: Unemployment Insurance Commission

| Fiscal Year Ended March 31 | RECEIPTS | | | | | DISBURSEMENTS | | | | Balance in Fund |
|----------------------------|---------------------------------------|-------------------|-----------|--|------------------|------------------|---------------|----------------|------------------|-----------------|
| | CONTRIBUTIONS (Gross less refunds) | | Fines | Interest on Investments and Profit on Sale of Securities | Total Revenue | BENEFIT PAYMENTS | | | | |
| | Employer and Employee | Government | | | | Ordinary | Supplementary | Total | | |
| | | | | | | | | | | |
| 1942 | \$ 36,435,609 05 | \$ 7,287,121 81 | \$ | \$ 269,268 74 | \$ 43,991,999 60 | \$ 27,752 92 | \$ | \$ 27,752 92 | \$ 43,964,246 68 | |
| 1943 | 57,434,651 43 | 11,487,057 90 | 638 11 | 1,840,448 56 | 70,762,786 00 | 716,012 75 | ..... | 716,012 75 | 114,011,029 93 | |
| 1944 | 61,720,785 00 | 12,344,421 74 | 1,323 67 | 3,972,047 14 | 78,038,577 55 | 1,721,666 29 | ..... | 1,721,666 29 | 190,327,941 19 | |
| 1945 | 63,728,855 44 | 12,746,179 30 | 2,041 02 | 6,195,926 42 | 82,673,002 18 | 4,966,483 51 | ..... | 4,966,483 51 | 268,034,459 86 | |
| 1946 | 62,566,589 66 | 12,513,778 60 | 2,303 66 | 6,116,768 84 | 81,109,440 82 | 31,993,240 31 | ..... | 31,993,240 34 | 317,240,660 34 | |
| 1947 | 76,015,030 91 | 15,203,457 58 | 3,820 43 | 7,529,985 56 | 98,752,294 48 | 43,114,329 18 | ..... | 43,114,329 15 | 372,878,625 64 | |
| 1948 | 83,870,834 47 | 16,366,400 70 | 5,322 60 | 9,560,776 12 | 109,803,333 89 | 31,947,020 32 | ..... | 34,947,020 32 | 417,734,939 21 | |
| 1949 | 98,581,559 98 | 20,924,013 71 | 8,359 08 | 12,113,317 56 | 131,627,250 33 | 49,826,752 16 | ..... | 49,826,752 16 | 529,535,437 38 | |
| 1950 | 104,432,415 94 | 20,094,322 20 | 17,731 42 | 14,391,257 71 | 138,935,737 27 | 85,006,136 24 | \$18,065 89 | \$5,824,202 13 | 582,646,972 52 | |
| 1951 | 128,744,248 84 | 27,536,193 16 | 34,656 50 | 15,630,847 06 | 171,945,945 56 | 83,082,101 75 | 6,930,439 54 | 90,012,541 29 | 664,580,376 79 | |
| April..... | 12,766,464 04 | 2,554,175 40 | 2,940 50 | 1,395,726 42 | 16,719,306 36 | 7,835,188 13 | 703,592 27 | 8,538,780 40 | 672,760,902 75 | |
| May..... | *12,813,439 84 | 2,565,469 04 | 2,920 00 | 1,473,147 56 | 16,854,976 44 | 5,655,192 50 | 17,490 63 | 5,672,683 22 | 683,943,195 97 | |
| Sub-Total..... | 25,579,903 88 | 5,119,644 44 | 5,860 50 | 2,868,873 98 | 33,574,282 90 | 13,490,380 72 | 721,082 90 | 14,211,463 62 | 683,943,195 97 | |
| TOTAL..... | 799,110,484 60 | (a)161,622,601 20 | 82,056 99 | 80,489,517 69 | 1,041,304,660 48 | 348,891,876 18 | 8,469,588 33 | 357,361,404 51 | 683,943,195 97 | |

* Stamps \$6,426,809.63. Meter \$1,512,085.88. Bulk \$4,716,815.66. Arm. Serv. \$154,092.03. Sp. Force \$3,636.64. Total \$12,813,439.84.

(a) Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,793,425.50.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

| — | Percent- age Increase since August 1, 1939 | On base of average prices in 1935-39 as 100* | | | | | | | Retail Prices Index (Com- modities only)† |
|----------------|---|--|-------|-------|----------------------|----------|--|--------------------|--|
| | | Total | Food | Rent | Fuel and Light | Clothing | Home Furnish- ings and Services | Miscel- laneous | |
| 1914..... | | 79.7 | 92.2 | 72.1 | 75.1 | 88.3 | 69.6 | | |
| 1929..... | | 121.7 | 134.7 | 119.7 | 112.6 | 134.8 | 105.0 | | |
| 1933..... | | 94.4 | 84.9 | 98.6 | 102.5 | 93.3 | 98.2 | | |
| 1939..... | | 101.5 | 100.6 | 103.8 | 101.2 | 100.7 | 101.4 | 101.4 | 101.0 |
| 1945..... | 18.6 | 119.5 | 133.0 | 112.1 | 107.0 | 122.1 | 119.0 | 109.4 | 126.2 |
| 1946..... | 22.6 | 123.6 | 140.4 | 112.7 | 107.4 | 126.3 | 124.5 | 112.6 | 132.1 |
| 1947..... | 34.4 | 135.5 | 159.5 | 116.7 | 115.9 | 143.9 | 141.6 | 117.0 | 148.8 |
| 1948..... | 53.8 | 155.0 | 195.5 | 120.7 | 124.8 | 174.4 | 162.6 | 123.4 | 177.4 |
| 1949..... | 59.8 | 160.8 | 203.0 | 123.0 | 131.1 | 183.1 | 167.6 | 128.8 | 184.8 |
| 1949 | | | | | | | | | |
| January..... | 58.3 | 159.6 | 202.2 | 121.7 | 130.0 | 181.9 | 167.0 | 126.6 | 183.5 |
| February..... | 58.2 | 159.5 | 200.4 | 121.7 | 130.8 | 181.8 | 167.8 | 128.1 | 183.3 |
| March..... | 57.9 | 159.2 | 199.1 | 121.7 | 131.0 | 182.7 | 167.9 | 128.1 | 182.5 |
| April..... | 58.0 | 159.3 | 198.5 | 122.4 | 131.0 | 182.3 | 168.0 | 128.4 | 182.6 |
| May..... | 58.2 | 159.5 | 199.5 | 122.4 | 129.1 | 183.3 | 168.1 | 128.4 | 183.0 |
| June..... | 59.2 | 160.5 | 202.9 | 122.4 | 128.7 | 183.3 | 167.7 | 128.4 | 184.6 |
| July..... | 60.8 | 162.1 | 207.2 | 123.4 | 129.1 | 183.3 | 167.5 | 128.5 | 186.3 |
| August..... | 61.5 | 162.8 | 209.2 | 123.4 | 129.5 | 183.2 | 167.4 | 128.9 | 187.9 |
| September..... | 61.0 | 162.3 | 207.0 | 123.9 | 130.1 | 183.5 | 167.4 | 128.9 | 186.9 |
| October..... | 60.9 | 162.2 | 205.0 | 123.9 | 134.1 | 184.1 | 167.2 | 130.2 | 186.5 |
| November..... | 60.4 | 161.7 | 203.3 | 123.9 | 135.1 | 183.7 | 167.4 | 130.2 | 185.7 |
| December..... | 60.2 | 161.5 | 201.9 | 125.0 | 135.2 | 183.7 | 167.1 | 130.5 | 185.0 |
| 1950 | | | | | | | | | |
| January..... | 59.7 | 161.0 | 199.4 | 125.0 | 135.6 | 183.3 | 167.0 | 131.6 | 183.8 |
| February..... | 60.3 | 161.6 | 201.3 | 125.0 | 135.9 | 183.0 | 166.4 | 132.1 | 184.7 |
| March..... | 62.4 | 163.7 | 204.0 | 132.7 | 136.3 | 181.4 | 166.3 | 132.1 | 185.8 |
| April..... | 62.7 | 164.0 | 204.5 | 132.7 | 138.0 | 181.2 | 166.4 | 132.3 | 186.2 |
| May..... | 62.7 | 164.0 | 204.6 | 132.7 | 137.5 | 180.8 | 166.4 | 132.3 | 186.1 |
| June..... | 64.1 | 165.4 | 209.0 | 132.7 | 137.1 | 180.7 | 166.9 | 132.4 | 188.3 |
| July..... | 66.2 | 167.5 | 214.3 | 134.9 | 137.7 | 180.7 | 166.9 | 132.5 | 191.0 |
| August..... | 67.2 | 168.5 | 216.7 | 134.9 | 138.4 | 180.9 | 168.9 | 132.5 | 192.4 |
| September..... | 68.5 | 169.8 | 218.8 | 135.5 | 140.8 | 182.3 | 171.1 | 132.8 | 194.3 |
| October..... | 69.3 | 170.7 | 220.1 | 135.5 | 141.0 | 183.5 | 172.7 | 133.3 | 195.5 |
| November..... | 69.3 | 170.7 | 218.6 | 136.4 | 140.6 | 184.5 | 174.8 | 133.4 | 195.1 |
| December..... | 69.7 | 171.1 | 218.8 | 136.4 | 140.7 | 184.9 | 176.4 | 134.1 | 195.6 |
| 1951 | | | | | | | | | |
| January..... | 71.1 | 172.5 | 220.2 | 136.4 | 141.5 | 187.1 | 179.8 | 135.8 | 197.3 |
| February..... | 73.8 | 175.2 | 224.4 | 136.4 | 141.7 | 192.4 | 185.1 | 137.0 | 201.4 |
| March..... | 78.3 | 179.7 | 233.9 | 137.6 | 146.5 | 196.3 | 188.6 | 137.8 | 207.9 |
| April..... | 80.4 | 181.8 | 238.4 | 137.6 | 146.7 | 198.8 | 190.7 | 138.8 | 211.2 |
| May..... | 80.6 | 182.0 | 235.4 | 137.6 | 146.2 | 201.5 | 194.9 | 140.7 | 211.3 |
| June..... | 82.6 | 184.1 | 239.8 | 139.8 | 146.2 | 202.5 | 197.1 | 141.0 | 214.0 |
| July..... | 86.1 | 187.6 | 249.7 | 139.8 | 147.2 | 202.9 | 197.4 | 142.2 | 219.6 |

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JUNE 1951

Source: Dominion Bureau of Statistics

| — | Total | | | Food | Rent | Fuel | Clothing | Home Furnish- ings and Services | Miscel- laneous |
|----------------|-----------------|----------------|-----------------|-------|-------|-------|----------|--|--------------------|
| | June 1, 1950 | May 1, 1951 | June 1, 1951 | | | | | | |
| Halifax..... | 156.4 | 169.4 | 171.5 | 230.2 | 122.4 | 142.8 | 213.9 | 178.1 | 130.2 |
| St. John..... | 161.8 | 177.4 | 179.3 | 230.1 | 124.4 | 138.4 | 221.5 | 187.9 | 141.4 |
| Montreal..... | 169.0 | 187.2 | 190.4 | 255.8 | 139.6 | 140.2 | 193.0 | 206.2 | 137.1 |
| Toronto..... | 162.1 | 178.6 | 179.9 | 228.9 | 144.1 | 168.8 | 202.4 | 193.2 | 139.6 |
| Winnipeg..... | 160.1 | 175.7 | 177.4 | 243.5 | 130.9 | 124.9 | 193.7 | 197.8 | 132.9 |
| Saskatoon..... | 165.0 | 179.0 | 180.3 | 243.9 | 128.6 | 145.9 | 204.9 | 198.1 | 130.2 |
| Edmonton..... | 161.3 | 175.3 | 176.4 | 244.8 | 123.0 | 114.6 | 208.1 | 188.3 | 135.0 |
| Vancouver..... | 167.0 | 182.9 | 185.3 | 245.5 | 129.4 | 162.1 | 210.8 | 189.9 | 143.7 |

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

| *Commodities | Per | Dec. 1941 | June 1946 | June 1947 | June 1948 | June 1949 | May 1951 | June 1951 | Price June 1951 |
|--|--------------------|--------------|--------------|--------------|--------------|--------------|-------------|--------------|-----------------------|
| Beef, sirloin steak..... | lb. | 120.7 | 156.6 | 176.0 | 225.4 | 259.1 | 358.5 | 362.1 | 101.8 |
| Beef, round steak..... | lb. | 125.7 | 170.0 | 192.4 | 246.4 | 289.5 | 398.7 | 402.1 | 96.1 |
| Beef, rolled rib roast, prime..... | lb. | 125.5 | 177.4 | 202.2 | 248.3 | 290.9 | 394.6 | 398.5 | 91.8 |
| Beef, blade roast, blade removed..... | lb. | 132.7 | 163.5 | 188.1 | 254.7 | 311.9 | 451.8 | 459.2 | 74.4 |
| Beef, stewing, boneless..... | lb. | 136.7 | 169.8 | 195.5 | 273.1 | 347.0 | 518.8 | 525.4 | 71.7 |
| Veal, front roll, boneless..... | lb. | 139.3 | 174.6 | 174.6 | 240.8 | 314.2 | 451.5 | 453.8 | 78.8 |
| Lamb, leg roast..... | lb. | 109.9 | 156.0 | 157.7 | 206.0 | 260.9 | 319.3 | 324.6 | 92.7 |
| Pork, fresh loins, centre cut..... | lb. | 125.3 | 160.8 | 172.9 | 210.1 | 235.1 | 247.8 | 260.7 | 69.1 |
| Pork, fresh shoulder, hock off..... | lb. | 127.0 | 163.3 | 177.4 | 226.8 | 266.2 | 302.7 | 317.9 | 60.4 |
| Bacon, side, fancy, sliced, rind off..... | lb. | 132.3 | 160.9 | 180.9 | 215.4 | 231.4 | 216.0 | 216.8 | 82.0 |
| Lard, pure, package..... | lb. | 151.3 | 176.3 | 242.1 | 241.2 | 189.5 | 286.4 | 280.1 | 31.2 |
| Shortening, package..... | lb. | 134.7 | 140.3 | 216.0 | 213.9 | 226.4 | 274.9 | 276.3 | 40.0 |
| Eggs, grade "A" Large, carton..... | doz. | 156.4 | 144.1 | 147.8 | 169.3 | 177.6 | 219.2 | 231.3 | 72.3 |
| Milk..... | qt. | 111.0 | 114.7 | 139.4 | 158.7 | 164.2 | 178.0 | 178.9 | 19.5 |
| Butter, creamery, prints..... | lb. | 140.5 | 161.5 | 199.3 | 259.7 | 227.1 | 241.4 | 249.9 | 68.0 |
| Cheese, plain, mild, $\frac{1}{2}$ lb..... | pkg. | 174.6 | 168.3 | 176.6 | 217.0 | 227.5 | 244.6 | 246.1 | 33.0 |
| Bread, plain, white, wrapped..... | lb. | 106.5 | 106.3 | 107.9 | 150.8 | 165.1 | 183.9 | 183.9 | 11.7 |
| Flour, all purpose..... | lb. | 127.3 | 124.2 | 124.2 | 184.8 | 221.2 | 227.2 | 227.2 | 7.6 |
| Rolled Oats, package..... | lb. | 112.0 | 114.0 | 129.8 | 150.4 | 155.2 | 202.2 | 200.7 | 13.3 |
| Corn flakes, 8 oz..... | pkg. | 101.1 | 100.0 | 105.4 | 157.6 | 163.0 | 181.4 | 182.5 | 17.0 |
| Tomatoes, canned, 2 $\frac{1}{2}$ s..... | tin | 129.9 | 138.7 | 170.8 | 251.9 | 194.3 | 220.4 | 229.7 | 24.7 |
| Peas, 20 oz..... | tin | 117.5 | 121.7 | 132.5 | 152.5 | 145.8 | 155.5 | 157.9 | 20.2 |
| Corn, Cream, Choice, 20 oz..... | tin | 128.3 | 132.7 | 147.8 | 195.6 | 185.8 | 177.5 | 177.5 | 19.6 |
| Beans, dry..... | lb. | 129.4 | 137.3 | 178.4 | 298.0 | 262.7 | 303.4 | 305.4 | 15.2 |
| Onions, cooking..... | lb. | 108.2 | 163.3 | 183.7 | 257.1 | 179.6 | 132.2 | 171.9 | 9.1 |
| Potatoes, No. 1, Table..... | 10 lbs. | 89.9 | 184.8 | 152.7 | 224.1 | 161.4 | 131.2 | 134.3 | 30.2 |
| Prunes, bulk or in bag..... | lb. | 115.8 | 137.7 | 176.3 | 175.4 | 186.0 | 245.9 | 248.5 | 28.6 |
| Raisins, seedless, bulk or in bag..... | lb. | 104.0 | 129.1 | 172.2 | 144.4 | 127.2 | 159.9 | 163.9 | 24.7 |
| Oranges, California..... | doz. | 132.5 | 161.1 | 134.1 | 127.3 | 153.7 | 157.6 | 150.0 | 41.4 |
| Lemons..... | $\frac{1}{2}$ doz. | 111.3 | 145.5 | 138.2 | 128.9 | 140.0 | 174.1 | 174.7 | 28.5 |
| Jam, strawberry, 16 oz..... | jar | 111.3 | 125.4 | 148.0 | 155.3 | 147.3 | 166.0 | 166.0 | 29.2 |
| Peaches, 15 oz..... | tin | 101.5 | 106.6 | 130.5 | 155.3 | 142.1 | 152.1 | 152.7 | 23.2 |
| Marmalade, Orange, 16 oz..... | jar | 118.3 | 131.8 | 137.0 | 148.8 | 142.1 | 154.0 | 154.7 | 21.1 |
| Corn Syrup, 2 lb..... | tin | 138.0 | 159.4 | 179.9 | 192.1 | 179.3 | 199.0 | 201.4 | 34.9 |
| Sugar, granulated, bulk or in bag..... | lb. | 132.3 | 132.3 | 147.7 | 149.2 | 150.8 | 191.7 | 194.9 | 12.5 |
| Sugar, yellow, in branded package..... | lb. | 131.3 | 134.9 | 150.8 | 154.0 | 155.6 | 201.2 | 204.3 | 13.2 |
| Coffee, medium quality, in bag..... | lb. | 141.6 | 132.0 | 146.7 | 182.2 | 188.8 | 310.0 | 312.4 | 107.8 |
| Tea, black, $\frac{1}{2}$ lb..... | pkg. | 145.2 | 131.6 | 149.3 | 174.1 | 176.5 | 185.1 | 185.1 | 53.8 |

* Descriptions and Units of Sale Apply to June 1951 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

| Locality | Beef | | | | | Veal, front roll (boneless), per lb. | Lamb, leg roast, per lb. | Pork | | |
|--------------------------|---------------------------|-------------------------|---------------------------------------|--|-------------------------------|---|-----------------------------|--|---------------------------------------|---|
| | Sirloin steak, per lb. | Round steak, per lb. | Rib, roast, prime, rolled, per lb. | Blade roast, (blade removed), per lb. | Stewing, boneless, per lb. | | | Fresh loins, centre cut, (chops or roast), per lb. | Fresh Shoulders, hock-off, per lb. | Bacon, side fancy, sliced, rind-off, per lb. |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| Nfld.— | | | | | | | | | | |
| 1—St. Johns..... | 109.4 | | ^b 81.0 | ^a 70.7 | | | | 77.3 | 74.8 | 78.8 |
| P.E.I.— | | | | | | | | | | |
| 2—Charlottetown..... | 106.3 | 83.8 | ^a 83.0 | ^a 70.0 | ^a 62.3 | | | 68.0 | 60.2 | |
| Nova Scotia— | | | | | | | | | | |
| 3—Halifax..... | 103.1 | 96.4 | ^a 89.9 | ^a 73.2 | 72.3 | | 84.4 | 70.0 | ^c 60.8 | 84.0 |
| 4—Sydney..... | 105.5 | 97.5 | ^a 81.2 | ^a 70.6 | 70.4 | | | 70.5 | | 88.8 |
| New Brunswick— | | | | | | | | | | |
| 5—Moncton..... | 99.8 | 93.3 | ^a 88.9 | ^a 71.2 | 67.6 | | | 71.5 | 62.4 | 79.0 |
| 6—Saint John..... | 101.6 | 95.2 | ^a 86.3 | ^a 75.5 | 73.4 | 72.3 | 88.8 | 71.8 | 62.8 | 82.8 |
| Quebec— | | | | | | | | | | |
| 7—Chicoutimi..... | 127.0 | 119.2 | 100.3 | 78.5 | 65.6 | | 91.7 | 69.4 | 63.7 | 84.0 |
| 8—Montreal..... | 109.0 | 102.4 | 95.1 | 72.4 | 71.0 | 73.9 | 90.3 | 66.8 | 58.6 | 73.6 |
| 9—Quebec..... | 111.9 | 106.1 | 92.8 | 74.2 | 68.6 | 81.0 | 90.1 | 63.5 | 55.2 | 76.2 |
| 10—Sherbrooke..... | 106.0 | 103.4 | 91.0 | 72.4 | 69.4 | 77.8 | | 67.4 | 59.6 | 80.1 |
| 11—Sorel..... | 112.5 | 105.7 | 101.0 | 74.6 | 66.0 | | | 67.3 | 58.6 | 75.8 |
| 12—Three Rivers..... | 122.1 | 106.0 | 86.8 | 71.9 | 63.7 | | | 65.6 | 57.6 | 76.5 |
| Ontario— | | | | | | | | | | |
| 13—Cornwall..... | 94.0 | 93.3 | 89.0 | 75.3 | 76.4 | | | 68.0 | 62.2 | 77.4 |
| 14—Fort William..... | 93.9 | 89.0 | 92.0 | 72.0 | 73.0 | | 95.0 | 68.1 | ^d 57.0 | 81.3 |
| 15—Hamilton..... | 101.1 | 96.8 | 94.0 | 77.5 | 73.4 | 79.2 | 98.7 | 71.6 | 56.1 | 78.4 |
| 16—London..... | 97.5 | 97.1 | 90.8 | 76.2 | 74.1 | | | 70.9 | 56.8 | 80.7 |
| 17—North Bay..... | 99.0 | 95.5 | 89.8 | 77.0 | 72.0 | | | 70.0 | 59.0 | 80.1 |
| 18—Ottawa..... | 99.3 | 94.8 | 92.9 | 78.8 | 72.7 | 71.5 | 89.0 | 70.1 | 57.8 | 77.2 |
| 19—Sault Ste. Marie..... | 98.4 | 97.1 | 87.0 | 74.1 | 76.2 | | | 69.3 | 58.8 | 79.6 |
| 20—Sudbury..... | 91.5 | 91.2 | 85.0 | 72.5 | 71.3 | | | 67.4 | ^d 59.8 | 76.1 |
| 21—Timmins..... | 100.3 | 99.1 | 92.8 | 76.0 | 72.2 | | | 67.9 | 60.1 | 80.6 |
| 22—Toronto..... | 98.8 | 94.3 | 96.2 | 78.5 | 73.4 | 80.3 | 95.3 | 72.8 | 56.2 | 77.1 |
| 23—Windsor..... | 97.3 | 93.1 | 90.9 | ^a 75.7 | 74.1 | | 95.0 | 71.5 | 56.1 | 76.7 |
| Manitoba— | | | | | | | | | | |
| 24—Brandon..... | 93.6 | 88.4 | 92.7 | ^a 68.8 | 68.0 | | | 66.2 | ^d 62.5 | 82.5 |
| 25—Winnipeg..... | 95.4 | 91.2 | 94.8 | 73.6 | 72.9 | 78.7 | 85.7 | 65.8 | 63.3 | 81.4 |
| Saskatchewan— | | | | | | | | | | |
| 26—Moose Jaw..... | 91.5 | 87.0 | 88.7 | 72.9 | 71.1 | ^a 74.2 | 87.5 | 67.0 | 59.0 | 81.0 |
| 27—Regina..... | 91.5 | 87.4 | 86.8 | ^a 71.8 | 71.6 | 79.1 | 84.4 | 66.5 | 61.3 | 86.9 |
| 28—Saskatoon..... | 91.4 | 89.0 | 88.4 | ^a 70.3 | 72.6 | 77.7 | | 66.5 | ^d 63.6 | 85.6 |
| Alberta— | | | | | | | | | | |
| 29—Calgary..... | 97.5 | 92.5 | 96.4 | 78.8 | 73.5 | 90.7 | 91.3 | 67.0 | ^d 65.3 | 87.6 |
| 30—Drumheller..... | 96.0 | 93.4 | 91.2 | ^a 71.6 | 68.6 | | | 72.2 | 64.2 | 88.1 |
| 31—Edmonton..... | 94.0 | 88.0 | 90.3 | ^a 67.6 | 69.5 | ^a 78.2 | 88.6 | 64.4 | 57.4 | 87.6 |
| British Columbia— | | | | | | | | | | |
| 32—Prince Rupert..... | 111.7 | 101.7 | 101.5 | 74.0 | 75.0 | | 98.3 | 76.3 | 72.3 | 92.2 |
| 33—Trail..... | 108.5 | 100.8 | 97.2 | ^a 78.8 | 78.8 | | 104.3 | 76.5 | ^d 69.5 | 98.1 |
| 34—Vancouver..... | 109.5 | 97.3 | 104.9 | 83.8 | 77.2 | 84.8 | 95.2 | 76.1 | ^d 63.1 | 90.0 |
| 35—Victoria..... | 113.0 | 101.9 | 101.9 | 77.5 | 82.2 | 83.3 | 113.0 | 74.1 | 63.4 | 90.5 |

FOODS AND COAL BY CITIES, JUNE, 1951

Bureau of Statistics

| Locality | Lard, pure, per lb. package | Shortening, per lb. package | Eggs, grade "A" large, carton, per dozen | Milk, per quart | Butter, creamery, prints, per lb. | Cheese, plain, mild, per $\frac{1}{2}$ lb. package | Bread, plain, white, wrapped, per lb. | Flour, all purpose, per lb. | Roll'd Oats, package, per lb. | Corn flakes, 8 oz. package |
|--------------------------|--------------------------------|--------------------------------|---|--------------------|--------------------------------------|---|--|--------------------------------|----------------------------------|-------------------------------|
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| Nfld.— | | | f | h | | | | | | |
| 1—St. Johns..... | 42-5 | 82-8 | | 29-0 | 33-7 | 10-7 | 8-7 | 15-2 | 19-9 | |
| P.E.I.— | | | g | | | | | | | |
| 2—Charlottetown..... | 30-0 | 40-7 | 69-2 | 16-0 | 70-0 | 34-2 | 10-7 | 8-3 | 12-2 | 18-3 |
| Nova Scotia— | | | g | | | | | | | |
| 3—Halifax..... | 32-4 | 40-8 | 73-7 | 19-0 | 71-1 | 33-6 | 12-0 | 7-9 | 14-3 | 17-5 |
| 4—Sydney..... | 30-8 | 39-7 | 76-4 | 20-0 | 72-9 | 35-1 | 12-8 | 8-2 | 13-5 | 18-2 |
| New Brunswick— | | | | | | | | | | |
| 5—Moncton..... | 31-9 | 40-1 | 73-9 | 19-0 | 70-2 | 33-4 | 11-3 | 8-0 | 14-4 | 17-9 |
| 6—Saint John..... | 32-5 | 40-4 | 75-5 | 20-0 | 70-1 | 33-9 | 12-7 | 7-9 | 13-7 | 17-6 |
| Quebec— | | | | | | | | | | |
| 7—Chicoutimi..... | 33-5 | 41-0 | 76-0 | 19-0 | 67-9 | 35-0 | 12-8 | 8-2 | ..... | 18-3 |
| 8—Montreal..... | 30-4 | 39-2 | 74-3 | 19-0 | 66-7 | 32-7 | 11-3 | 7-3 | 13-2 | 16-2 |
| 9—Quebec..... | 29-2 | 39-0 | 73-8 | 19-0 | 66-7 | 33-5 | 11-0 | 7-2 | 13-4 | 17-0 |
| 10—Sherbrooke..... | 32-9 | 38-8 | 76-1 | 19-0 | 65-9 | 32-8 | 11-6 | 7-8 | 13-4 | 16-9 |
| 11—Sorel..... | 30-3 | 38-8 | 72-2 | 17-0 | 65-1 | 32-1 | 11-3 | 7-6 | 13-3 | 16-7 |
| 12—Three Rivers..... | 30-7 | 39-4 | 74-6 | 18-0 | 65-1 | 32-3 | 10-0 | 7-2 | 13-5 | 16-5 |
| Ontario— | | | g | | | | | | | |
| 13—Cornwall..... | 30-9 | 39-1 | 72-2 | 19-0 | 67-3 | 32-6 | 10-0 | 7-3 | 13-6 | 17-0 |
| 14—Fort William..... | 31-9 | 38-9 | 71-8 | 20-0 | 67-3 | 33-4 | 12-0 | 7-3 | 13-0 | 17-4 |
| 15—Hamilton..... | 29-3 | 39-0 | 71-8 | 20-0 | 69-0 | 32-2 | 11-3 | 7-5 | 13-2 | 16-2 |
| 16—London..... | 30-3 | 39-4 | 68-7 | 19-0 | 68-5 | 32-4 | 11-3 | 7-5 | 13-3 | 16-5 |
| 17—North Bay..... | 31-0 | 39-1 | 74-8 | 19-0 | 69-7 | 32-8 | 11-3 | 7-9 | 14-0 | 17-0 |
| 18—Ottawa..... | 30-4 | 39-7 | 74-2 | 19-0 | 69-3 | 32-8 | 11-3 | 7-5 | 13-1 | 16-0 |
| 19—Sault Ste. Marie..... | 31-3 | 39-1 | 75-3 | 21-0 | 69-3 | 32-7 | 12-0 | 7-6 | 13-5 | 17-4 |
| 20—Sudbury..... | 31-4 | 39-7 | 74-7 | 21-0 | 69-5 | 32-6 | 11-3 | 8-0 | 14-1 | 17-4 |
| 21—Timmins..... | 31-5 | 39-5 | 74-4 | 21-0 | 67-9 | 33-1 | 12-0 | 7-8 | 13-3 | 17-2 |
| 22—Toronto..... | 29-5 | 39-1 | 72-8 | 20-5 | 68-7 | 31-7 | 11-3 | 7-4 | 12-9 | 16-4 |
| 23—Windsor..... | 28-9 | 39-1 | 69-9 | 21-0 | 68-1 | 32-8 | 11-3 | 7-7 | 13-8 | 16-2 |
| Manitoba— | | | | | | | | | | |
| 24—Brandon..... | 31-5 | 40-2 | 72-0 | 19-0 | 65-0 | 33-8 | 11-6 | 7-5 | 13-3 | 17-2 |
| 25—Winnipeg..... | 30-4 | 39-3 | 69-0 | 20-0 | 65-9 | 33-1 | 13-0 | 7-1 | 12-9 | 16-8 |
| Saskatchewan— | | | | | | | | | | |
| 26—Moose Jaw..... | 29-4 | 40-1 | ..... | 20-0 | 65-2 | 31-7 | 12-0 | 7-2 | 12-3 | 16-8 |
| 27—Regina..... | 30-8 | 40-9 | 65-8 | 18-0 | 64-8 | 33-5 | 12-0 | 7-3 | 13-3 | 17-6 |
| 28—Saskatoon..... | 30-1 | 41-1 | 65-7 | 18-0 | 64-1 | 32-3 | 11-2 | 7-1 | 12-9 | 16-3 |
| Alberta— | | | | | | | | | | |
| 29—Calgary..... | 31-3 | 40-6 | 69-0 | 19-0 | 67-4 | 31-8 | 12-0 | 7-2 | 13-0 | 16-6 |
| 30—Drumheller..... | 33-4 | 41-5 | 64-8 | 20-0 | 68-1 | 33-3 | 12-0 | 7-7 | 13-7 | 17-4 |
| 31—Edmonton..... | 31-4 | 42-0 | 66-7 | 18-0 | 67-9 | 33-1 | 11-2 | 7-1 | 13-0 | 16-8 |
| British Columbia— | | | | | | | | | | |
| 32—Prince Rupert..... | 36-6 | 44-0 | 78-3 | 27-0 | 72-2 | 34-3 | 14-0 | 8-2 | 13-9 | 17-5 |
| 33—Trail..... | 34-8 | 43-6 | 75-8 | 22-0 | 68-5 | 33-8 | 14-0 | 7-6 | 12-8 | 17-0 |
| 34—Vancouver..... | 33-1 | 38-7 | 72-5 | 19-0 | 70-7 | 32-8 | 13-9 | 7-3 | 12-7 | 16-1 |
| 35—Victoria..... | 33-7 | 40-9 | 74-9 | 21-0 | 70-2 | 33-5 | 13-9 | 7-6 | 13-0 | 16-4 |

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

| Locality | Canned Vegetables | | | Beans, common dry, white, per lb. | Onions, cooking, per lb. | Potatoes, no. 1 table, per 10 lbs. | Prunes, bulk or in bag, per lb. | Raisins, Australian, seedless, bulk or in bag, per lb. | Oranges, California 238's, per dozen | Lemons, 300's, per 4 dozen | Jam, strawberry, with pectin, per 32 oz. jar |
|--------------------------|---|-------------------------|---|--------------------------------------|-----------------------------|---------------------------------------|------------------------------------|--|---|-------------------------------|---|
| | Tomatoes, choice, 2½'s (28 oz.), per tin | Peas, per 20 oz. tin | Corn, cream, choice, per 20 oz. tin | | | | | | | | |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. | cts. |
| Nfld.— | | | | | | | | | | | |
| 1—St. Johns..... | 25.7 | 21.0 | 23.9 | 14.0 | 10.2 | 40.0 | 28.1 | 32.6 | 50.4 | ..... | 62.4 |
| P.E.I.— | | | | | | | | | | | |
| 2—Charlottetown..... | 24.3 | 20.9 | 21.8 | 14.8 | 9.5 | 17.8 | k 30.7 | k 24.9 | 46.5 | 36.9 | 54.9 |
| Nova Scotia— | | | | | | | | | | | |
| 3—Halifax..... | 24.3 | 20.4 | 20.1 | 15.8 | 7.2 | 27.2 | 28.7 | 24.1 | 43.2 | 27.8 | 54.8 |
| 4—Sydney..... | 23.7 | 20.1 | 20.8 | 13.5 | 6.7 | 27.0 | 31.2 | 23.9 | 45.0 | 32.4 | 53.9 |
| New Brunswick— | | | | | | | | | | | |
| 5—Moncton..... | 24.1 | 20.0 | 18.4 | 14.6 | 10.8 | 22.2 | 29.7 | k 24.6 | 45.0 | 29.7 | 52.4 |
| 6—Saint John..... | 23.8 | 19.1 | 19.2 | 15.3 | 9.9 | 20.6 | 28.8 | k 25.8 | 44.4 | 28.6 | 54.7 |
| Quebec— | | | | | | | | | | | |
| 7—Chicoutimi..... | 24.1 | 23.0 | 19.0 | 15.0 | 10.5 | 30.3 | 25.6 | 28.0 | 45.0 | 28.5 | 61.3 |
| 8—Montreal..... | 22.8 | 19.1 | 18.1 | 15.2 | 8.3 | 26.4 | 28.8 | k 22.5 | 39.9 | 25.6 | 53.6 |
| 9—Quebec..... | 23.5 | 21.0 | 17.4 | 14.7 | 8.2 | 21.5 | 26.8 | 26.2 | 39.6 | 26.0 | 55.9 |
| 10—Sherbrooke..... | 24.2 | 21.9 | 18.9 | 15.8 | 8.2 | 26.0 | 29.9 | 27.0 | 42.6 | 27.6 | 55.1 |
| 11—Sorel..... | 20.9 | 19.3 | 16.9 | 14.4 | 9.8 | 26.4 | 27.2 | 21.8 | 40.2 | 27.3 | 51.8 |
| 12—Three Rivers..... | 22.9 | 19.5 | 19.0 | 14.4 | 8.7 | 25.3 | 27.3 | 22.3 | 40.2 | 27.3 | 52.8 |
| Ontario— | | | | | | | | | | | |
| 13—Cornwall..... | 23.8 | 19.6 | 18.2 | 13.3 | 9.2 | 27.7 | k 29.5 | ..... | 40.2 | 26.4 | 51.1 |
| 14—Fort William..... | 24.7 | 20.0 | 18.9 | 16.5 | 8.1 | 37.1 | k 28.1 | n 26.5 | 42.3 | 30.0 | 55.4 |
| 15—Hamilton..... | 24.1 | 18.6 | 18.1 | 16.1 | 8.7 | 31.3 | k 30.7 | n 22.2 | 40.8 | 28.2 | 49.5 |
| 16—London..... | 22.6 | 19.8 | 19.3 | 14.6 | 6.3 | 31.1 | k 28.5 | 21.7 | 37.2 | 27.4 | 48.5 |
| 17—North Bay..... | 22.6 | 17.8 | 19.3 | 15.1 | 5.0 | 31.8 | 29.3 | k 25.5 | 41.4 | 27.8 | 52.5 |
| 18—Ottawa..... | 23.7 | 20.7 | 18.3 | 14.4 | 8.4 | 28.5 | k 29.6 | l 24.9 | 39.0 | 26.1 | 49.1 |
| 19—Sault Ste. Marie..... | 24.3 | 20.7 | 19.5 | 13.6 | 8.8 | 33.3 | i 32.8 | 22.6 | 36.0 | 30.1 | 50.6 |
| 20—Sudbury..... | 24.8 | 21.1 | 18.5 | 14.0 | 7.1 | 31.0 | 28.6 | k 24.7 | 40.8 | 27.6 | 51.0 |
| 21—Timmins..... | 23.2 | 20.7 | 19.1 | 15.1 | 10.3 | 36.3 | 26.8 | 23.5 | 42.0 | 33.0 | 52.0 |
| 22—Toronto..... | 22.6 | 19.5 | 17.6 | 15.9 | 7.3 | 31.1 | k 28.1 | 20.6 | 34.8 | 24.9 | 47.3 |
| 23—Windsor..... | 21.5 | 20.7 | 19.4 | 14.9 | 7.1 | 29.9 | k 29.8 | 22.1 | 42.0 | 27.3 | 50.6 |
| Manitoba— | | | | | | | | | | | |
| 24—Brandon..... | 26.7 | 21.7 | 20.7 | 15.4 | 9.0 | 30.5 | 27.1 | 29.1 | 49.2 | 26.6 | t 69.1 |
| 25—Winnipeg..... | 25.0 | 20.5 | 20.1 | 14.7 | 7.7 | 31.3 | k 28.3 | 27.2 | 42.9 | p 25.4 | t 67.6 |
| Saskatchewan— | | | | | | | | | | | |
| 26—Moose Jaw..... | 27.2 | 19.0 | 21.0 | ..... | 11.1 | 31.2 | k 29.1 | 24.8 | ..... | 28.6 | t 68.8 |
| 27—Regina..... | 29.5 | 19.8 | 22.0 | 15.8 | 11.0 | 30.7 | k 27.6 | 25.7 | 44.7 | 29.4 | t 73.2 |
| 28—Saskatoon..... | 28.6 | 19.4 | 21.1 | 17.2 | 11.2 | 33.8 | k 30.1 | 27.3 | 44.1 | 35.3 | t 70.8 |
| Alberta— | | | | | | | | | | | |
| 29—Calgary..... | 28.9 | 17.9 | 20.3 | 15.9 | 11.3 | 29.7 | k 28.2 | 25.3 | 42.9 | 29.7 | t 70.6 |
| 30—Drumheller..... | 29.9 | ..... | 21.2 | 16.1 | 12.6 | 39.6 | k 25.0 | 26.0 | 45.6 | 30.2 | t 74.7 |
| 31—Edmonton..... | 29.5 | 18.7 | 21.1 | 16.0 | 12.3 | 30.7 | k 29.3 | 27.1 | 44.1 | 27.5 | t 70.9 |
| British Columbia— | | | | | | | | | | | |
| 32—Prince Rupert..... | 27.0 | m 18.9 | m 17.0 | 16.8 | 9.3 | 47.5 | 28.8 | 22.3 | 45.0 | 27.7 | t 70.9 |
| 33—Trail..... | 25.9 | ..... | 22.8 | 17.5 | 11.1 | 34.8 | k 29.6 | n 29.9 | 42.6 | 32.8 | t 71.7 |
| 34—Vancouver..... | 23.3 | m 18.8 | m 14.4 | 15.3 | 8.2 | 47.9 | k 26.8 | 22.3 | 36.6 | p 20.6 | t 64.1 |
| 35—Victoria..... | 24.2 | m 17.3 | m 16.0 | 16.3 | 9.2 | 36.3 | 26.4 | 21.9 | 34.8 | p 22.5 | t 68.8 |

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade, practices, etc., occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

FOODS AND COAL BY CITIES, JUNE, 1951

Bureau of Statistics

| Locality | Peaches, choice, per 20 oz. tin | Marmalade, orange, per 32 oz. jar | Corn syrup, per 2 lb. tin | Sugar | | Coffee, medium, in bags, per lb. | Tea, black, medium, per 1 lb. package | Coal | |
|--------------------------|------------------------------------|--------------------------------------|------------------------------|--|-------------------------------------|-------------------------------------|--|------------------------|------------------------|
| | | | | Granulated, bulk or in bag, per lb. | Yellow, branded package, per lb. | | | Anthracite, per ton | Bituminous, per ton |
| | cts. | cts. | cts. | cts. | cts. | cts. | cts. | \$ | \$ |
| Nfld.— | | | | | | | | | |
| 1—St. Johns..... | 48-0 | 49-4 | 40-3 | 13-0 | ..... | 115-4 | 59-3 | ..... | 20-86 |
| P.E.I.— | | | | | | | | | |
| 2—Charlottetown..... | 22-6 | 44-3 | 38-2 | 12-4 | 12-1 | 120-4 | 50-9 | ..... | 15-75 |
| Nova Scotia— | | | | | | | | | |
| 3—Halifax..... | 24-2 | 43-1 | 35-9 | 12-0 | 12-8 | 114-3 | 50-1 | ..... | 17-50 |
| 4—Sydney..... | 22-9 | 48-9 | 35-8 | 12-5 | 12-8 | 112-8 | 50-7 | ..... | 12-35 |
| New Brunswick— | | | | | | | | | |
| 5—Moncton..... | 24-2 | 41-7 | 36-3 | 12-4 | 12-9 | 112-4 | 49-9 | ..... | 16-75 |
| 6—Saint John..... | 23-7 | 43-8 | 36-6 | 12-0 | 12-4 | 111-8 | 50-6 | ..... | 18-00 |
| Quebec— | | | | | | | | | |
| 7—Chicoutimi..... | ..... | 52-4 | 37-9 | 12-2 | 11-7 | 119-7 | 59-1 | 27-05 | ..... |
| 8—Montreal..... | 20-8 | 42-0 | 32-7 | 11-6 | 12-1 | 109-8 | 56-3 | 27-50 | ..... |
| 9—Quebec..... | 22-3 | 46-4 | 34-4 | 12-0 | 12-0 | 113-8 | 56-9 | 25-50 | ..... |
| 10—Sherbrooke..... | 22-9 | 41-4 | 33-8 | 11-8 | 12-6 | 112-1 | 58-3 | 27-00 | ..... |
| 11—Sorel..... | 21-3 | 42-0 | 33-5 | 11-5 | 11-5 | 110-1 | 54-5 | 25-50 | ..... |
| 12—Three Rivers..... | 23-9 | 43-9 | 34-4 | 12-0 | 12-1 | 112-1 | 56-1 | 25-50 | ..... |
| Ontario— | | | | | | | | | |
| 13—Cornwall..... | 22-3 | 38-5 | 32-3 | 12-0 | 11-9 | 114-2 | 55-7 | 26-75 | ..... |
| 14—Fort William..... | 22-8 | 41-0 | 36-0 | 13-1 | 13-3 | 104-9 | 53-5 | 26-75 | ..... |
| 15—Hamilton..... | 22-9 | 35-1 | 32-6 | 11-9 | 12-9 | 106-2 | 55-5 | 24-50 | ..... |
| 16—London..... | 22-2 | 39-2 | 32-6 | 12-3 | 12-8 | 106-7 | 55-6 | 25-50 | ..... |
| 17—North Bay..... | 22-7 | 41-2 | 33-7 | 12-9 | 13-8 | 119-6 | 54-8 | 27-00 | ..... |
| 18—Ottawa..... | 22-4 | 41-8 | 33-0 | 11-9 | 12-3 | 107-6 | 54-7 | 26-50 | ..... |
| 19—Sault Ste. Marie..... | 22-6 | 37-9 | 34-9 | 12-6 | 12-8 | 104-3 | 56-2 | 25-50 | ..... |
| 20—Sudbury..... | 22-6 | 38-1 | 34-7 | 12-6 | 12-9 | 101-8 | 55-2 | 27-25 | ..... |
| 21—Timmins..... | 23-1 | 42-6 | 34-2 | 13-0 | 13-6 | 107-1 | 54-5 | 29-50 | ..... |
| 22—Toronto..... | 21-8 | 38-7 | 31-9 | 11-6 | 12-4 | 104-5 | 54-5 | 24-25 | ..... |
| 23—Windsor..... | 21-7 | 40-0 | 31-9 | 12-0 | 12-6 | 102-0 | 54-8 | 25-50 | ..... |
| Manitoba— | | | | | | | | | |
| 24—Brandon..... | 25-1 | 45-1 | 36-3 | 14-2 | 15-2 | 108-0 | 53-2 | ..... | 17-00 |
| 25—Winnipeg..... | 24-0 | 43-4 | 34-7 | 14-0 | 15-2 | 98-9 | 53-0 | ..... | 18-45 |
| Saskatchewan— | | | | | | | | | |
| 26—Moose Jaw..... | ..... | 42-2 | 37-0 | 13-6 | 14-3 | 100-2 | 51-8 | ..... | 15-50 |
| 27—Regina..... | 24-3 | 44-0 | 38-0 | 13-5 | 14-5 | 104-9 | 53-0 | ..... | 16-50 |
| 28—Saskatoon..... | 23-6 | 43-4 | 36-3 | 14-2 | 15-2 | 101-6 | 51-4 | ..... | 15-65 |
| Alberta— | | | | | | | | | |
| 29—Calgary..... | 24-4 | 40-6 | 36-8 | 13-3 | 14-4 | 102-1 | 52-9 | ..... | 13-00 |
| 30—Drumheller..... | 25-5 | 44-7 | 38-4 | 13-5 | 15-0 | 104-5 | 53-0 | ..... | ..... |
| 31—Edmonton..... | 24-7 | 42-9 | 35-6 | 13-1 | 14-7 | 108-6 | 52-1 | ..... | 8-20 |
| British Columbia— | | | | | | | | | |
| 32—Prince Rupert..... | 24-8 | 41-6 | 36-6 | 12-8 | 14-3 | 105-8 | 54-5 | ..... | ..... |
| 33—Trail..... | 25-2 | 42-0 | 34-7 | 13-1 | 14-3 | 102-6 | 52-8 | ..... | 17-25 |
| 34—Vancouver..... | 22-4 | 35-9 | 32-8 | 11-3 | 12-8 | 97-0 | 52-2 | ..... | 18-11 |
| 35—Victoria..... | 22-8 | 38-9 | 32-3 | 12-3 | 13-7 | 102-2 | 52-8 | ..... | 19-37 |

(f) Imported. (g) Mixed-carton and loose. (h) Evaporated milk 17-5c. per 16 oz. tin. (i) Package. (k) Mixed-package and bulk. (m) 15 ounce tin. (n) Mixed-California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)
(Source: Dominion Bureau of Statistics)

| Country | Description of Index | Canada | United States | Mexico | United Kingdom | Ireland | France | Italy | Sweden | Switzerland | Egypt | South Africa | Australia | New Zealand |
|--------------|----------------------|---|---|----------------|--|--------------------------------|--|----------------|----------------|------------------------------------|----------------|--|---|---|
| | | Cost of Living, Price Index, Bureau of Statistics | Consumers' Price Index, Bureau of Labour Statistics | Cost of Living | Interim Index of Retail Prices, Ministry of Labour | Interim Index of Retail Prices | Retail Price Index, Statistique Générale | Cost of Living | Cost of Living | Cost of Living, Federal Department | Cost of Living | Cost of Living, Census Statistics Office | Cost of Living, Commonwealth Statistician | Retail Price Index, Government Statistician |
| Localities | | | | Mexico City | 630 | 405 | Paris | | | 34 Towns | Cairo | 9 Towns | 6 Capital Cities | 25 Towns |
| Base Period | | 1935-39 | 1935-39 | 1939 | June, 1947 | Aug., 1947 | 1938 | 1938 | 1925 | June, 1914 (e) | June-Aug. 1939 | 1938 | 1936-39 = 1000 | 1 st Quarter of 1949 = 1000 |
| 1913 | | (a) 79.1 | (b) 70.7 | | (g) 100 | (f) 100 | | | | 100 | | | (d) | |
| 1914 | | 79.1 | 71.8 | | | | | | | | | 81.4 | | |
| 1915 | | 80.7 | 72.5 | | | | | | | | | 85.5 | | |
| 1916 | | 87.0 | 77.9 | | (i) 123 | | | | | | | 90.8 | | |
| 1917 | | 102.4 | 91.6 | | (j) 146 | | | | | | | 99.6 | | |
| 1918 | | 115.6 | 107.5 | | (k) 176 | | | | | | | 108.4 | | |
| 1919 | | 126.5 | 123.8 | | (l) 203 | | | | | 204 | | 117.7 | | |
| 1920 | | 145.4 | 143.0 | | (m) 215 | | | | | 224 | | 145.8 | | |
| 1921 | | 129.9 | 127.7 | | (n) 249 | | | | | 200 | | 132.0 | | |
| 1922 | | 120.4 | 119.7 | | (o) 226 | | | | | 164 | | 110.1 | | |
| 1923 | | 121.8 | 126.4 | | (p) 183 | 185 | | | | 162 | 125 | 106.3 | | |
| 1924 | | 121.7 | 122.5 | | (q) 172 | 176 | | | | 161 | 118 | 106.6 | | |
| 1925 | | 94.4 | 92.4 | | (r) 164 | 151 | | | | 131 | 99 | 93.2 | | |
| 1933 | | 103.3 | 99.4 | | (s) 140 | 151 | | | | 138 | 103 | 99.9 | | 748 |
| 1939 | | 101.5 | 99.4 | | (t) 158 | 178 | 108 | | (k) 107.5 | 133 | 103 | 99.9 | 1029 | |
| 1940 | | 105.6 | 100.2 | | (u) 184 | 205 | 129 | | 122.5 | 151 | 113 | 103.4 | 1061 | 782 |
| 1941 | | 111.7 | 105.2 | | (v) 199 | 226 | 150 | | 141.7 | 174 | 138 | 108.2 | 1111 | 810 |
| 1944 | | 118.9 | 125.5 | | (w) 201 | 295 | 285 | | 158.2 | 207 | 279 | 128.8 | 1270 | 872 |
| 1945 | | 119.5 | 128.4 | | (x) 203 | 295 | 393 | | 157.5 | 209 | 293 | 132.2 | 1270 | 884 |
| 1946 | | 123.6 | 139.3 | | (y) 203 | 291 | 645 | | 160.3 | 217 | 287 | 134.1 | 1278 | 901 |
| 1947 | | 135.5 | 159.2 | | (z) 203 | | 1030 | 4575 | 162.1 | 217 | 279 | 139.7 | 1309 | 919 |
| 1948 | | 160.8 | 171.2 | | (aa) 108 | 99 | 1632 | 4847 | 182.1 | 224 | 281 | 147.8 | 1392 | 962 |
| 1949 | | 165.1 | 169.1 | | (ab) 111 | | 1818 | 4915 | 172.4 | 222 | 278 | 153.2 | 1528 | 1009 |
| 1950 | | 166.5 | 169.1 | | (ac) 114 | | 1855 | 4849 | 177.9 | 224 | 294 | 159.8 | 1669 | 1066 |
| 1950—July | | 167.5 | 172.0 | | (ad) 114 | 101 | 1825 | 4824 | 177.1 | 158.4 | 292 | 159.8 | | |
| August | | 168.5 | 173.4 | | (ae) 113 | 100 | 1925 | 4909 | 177.3 | 159.4 | 295 | 158.7 | | |
| September | | 169.8 | 174.6 | | (af) 114 | 100 | 2007 | 5007 | 178.0 | 160.0 | 297 | 159.0 | 1773 | 1087 |
| October | | 170.7 | 175.6 | | (ag) 115 | 102 | 2043 | 4946 | 178.0 | 160.8 | 304 | 162.0 | | |
| November | | 170.7 | 176.4 | | (ah) 116 | 102 | 2055 | 4997 | 179.2 | 160.9 | 307 | 162.5 | | |
| December | | 171.1 | 178.8 | | (ai) 116 | 102 | 2075 | 5009 | 185.1 | 160.8 | 306 | 163.2 | 1583 | 1105 |
| 1951—January | | 172.5 | 181.5 | | (aj) 117 | 103 | 2103 | 5080 | 191.2 | 162.3 | 312 | 165.6 | | |
| February | | 175.2 | 183.8 | | (ak) 118 | | 2141 | 5171 | 194.5 | 162.8 | 315 | | | |
| March | | 179.7 | 184.5 | | (al) 119 | | 2179 | 5199 | 201.0 | 162.7 | 316 | | | |
| April | | 181.8 | 184.6 | | (am) 121 | | 2215 | | | 164.5 | 314 | | 1932 | |
| May | | 182.0 | | | | | 2251 | | | | | | | |
| June | | 184.1 | | | | | | | | | | | | |

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 averages are for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-40 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) Unadjusted series.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935=1939=100)

Source: Dominion Bureau of Statistics

| | 1913 | 1918 | 1929 | 1933 | 1939 | 1945 | 1950 | May 1950 | April 1951 | May 1951 |
|--|-------------|--------------|--------------|-------------|-------------|--------------|--------------|--------------|---------------|--------------|
| All Commodities..... | 83.4 | 166.0 | 124.6 | 87.4 | 99.2 | 132.1 | 211.2 | 204.7 | 242.2 | 241.9 |
| Classified According to Chief Component Material— | | | | | | | | | | |
| I. Vegetable Products..... | 79.8 | 175.6 | 125.7 | 81.4 | 89.1 | 131.6 | 202.0 | 199.3 | 221.7 | 220.0 |
| II. Animals and Their Products..... | 94.4 | 169.3 | 145.2 | 79.1 | 100.6 | 150.0 | 251.3 | 241.4 | 296.7 | 299.1 |
| III. Fibres, Textiles and Textile Products..... | 81.6 | 220.4 | 128.1 | 97.8 | 98.9 | 130.8 | 246.7 | 239.5 | 324.7 | 316.5 |
| IV. Wood, Wood Products and Paper..... | 88.7 | 123.7 | 130.3 | 87.2 | 107.5 | 151.9 | 258.3 | 250.8 | 283.6 | 291.3 |
| V. Iron and Its Products..... | 72.3 | 164.5 | 98.2 | 89.5 | 104.8 | 117.9 | 183.6 | 181.7 | 204.5 | 206.4 |
| †VI. Non-Ferrous Metals and Their Products..... | 133.9 | 193.0 | 134.9 | 87.5 | 100.0 | 107.6 | 159.5 | 150.7 | 175.9 | 176.3 |
| VII. Non-Metallic Minerals and Their Products..... | 66.7 | 96.6 | 109.0 | 99.1 | 99.7 | 116.4 | 164.8 | 164.2 | 169.0 | 169.6 |
| VIII. Chemicals and Allied Products..... | 79.8 | 149.5 | 120.2 | 102.4 | 100.3 | 124.0 | 157.7 | 150.5 | 187.5 | 188.0 |
| Classified According to Degree of Manufacture— | | | | | | | | | | |
| I. All Raw (or partly manufactured)..... | 85.1 | 154.4 | 126.1 | 79.3 | 94.9 | 136.2 | 212.8 | 206.9 | 238.6 | 238.9 |
| II. All Manufactured (fully or chiefly)..... | 86.2 | 169.8 | 123.7 | 93.3 | 101.9 | 129.8 | 211.0 | 204.2 | 244.9 | 244.4 |
| *General Building Materials..... | 76.2 | 125.9 | 112.6 | 89.1 | 102.0 | 144.8 | 249.9 | 238.5 | 283.9 | 294.2 |
| Residential Building Materials..... | | | 112.4 | 89.0 | 102.3 | 148.3 | 242.7 | 230.7 | 287.2 | 289.5 |
| Canadian Farm Products Total..... | | | 140.8 | 69.3 | 92.6 | 166.4 | 233.0 | 234.1 | 256.6 | 256.5 |
| Field..... | | | 137.2 | 69.3 | 83.7 | 162.5 | 184.6 | 195.1 | 181.6 | 177.0 |
| Animal..... | | | 144.4 | 69.2 | 101.5 | 170.2 | 281.4 | 272.8 | 331.6 | 336.1 |

† Gold is included from 1935 to date.

* Arithmetically converted from base 1926=100.

The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE,
1950-1951†**

| Date | Number of Strikes and Lockouts | | Number of Workers Involved | | Time Loss | |
|------------------------|--------------------------------|--------------|----------------------------|--------------|---------------------|------------------------------------|
| | Com-mencing During Month | In Existence | Com-mencing During Month | In Existence | In Man-Working Days | Per Cent of Estimated Working Time |
| 1951* | | | | | | |
| January..... | 17‡ | 17 | 6,253‡ | 6,253 | 16,763 | 0.02 |
| February..... | 14 | 18 | 4,324 | 4,508 | 18,878 | 0.02 |
| March..... | 22 | 27 | 4,455 | 4,754 | 15,135 | 0.02 |
| April..... | 15 | 19 | 2,450 | 2,647 | 9,673 | 0.01 |
| May..... | 31 | 39 | 5,772 | 6,560 | 34,902 | 0.04 |
| June..... | 40 | 52 | 12,993 | 13,641 | 128,150 | 0.15 |
| Cumulative totals..... | 139 | | 36,247 | | 223,501 | 0.04 |
| 1950 | | | | | | |
| January..... | 9‡ | 9 | 2,381‡ | 2,381 | 38,588 | 0.04 |
| February..... | 11 | 16 | 3,053 | 3,861 | 24,871 | 0.03 |
| March..... | 14 | 22 | 4,620 | 5,600 | 25,041 | 0.03 |
| April..... | 13 | 24 | 2,081 | 2,869 | 15,272 | 0.02 |
| May..... | 18 | 28 | 3,733 | 4,491 | 24,471 | 0.03 |
| June..... | 18 | 27 | 1,699 | 2,767 | 29,692 | 0.03 |
| Cumulative totals..... | 83 | | 17,567 | | 157,935 | 0.03 |

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 ⁽¹⁾

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man- Working Days | Particulars ⁽²⁾ |
|---|---------------------|-------------------|---|--|
| | Establish- ments | Workers | | |
| Strikes and Lockouts in Progress Prior to June, 1951 | | | | |
| MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Textile factory workers, Dunnville, Ont. | 1 | 218 | 3,000 | Commenced May 2 and 7; for a new agreement providing for increased wages, reduced hours and other changes; unternminated. |
| Textile factory workers, card tenders, Welland, Ont. | 1 | ⁽³⁾ 18 | 36 | Commenced May 21; protest against increase in number of cards to be tended; terminated June 2; conciliation, provincial, and return of workers pending further negotiations; indefinite. |
| Hosiery factory workers, Nicolet, P.Q. | 1 | 7 | 7 | Commenced May 29; for increased wages; terminated June 1; reference to arbitration; in favour of workers. |
| Miscellaneous Wood Products— Sash and door factory workers, Victoria, B.C. | 1 | 10 | 40 | Commenced April 9; for acceptance of master agreement providing for increased wages and cost-of-living bonus retroactive to March 1, 1951; terminated by June 15; replacement; in favour of employer. |
| Wood flooring factory workers, Beauceville West, P.Q. | 1 | 20 | 50 | Commenced May 7; for a new agreement providing for increased wages terminated June 4; negotiations; in favour of workers. |
| Sash and door factory workers, Regina, Sask. | 2 | 69 | 1,070 | Commenced May 28; for a new agreement providing for increased wages, cumulative sick leave and time of year for vacations; terminated June 20; conciliation, provincial; compromise. |
| Metal Products— Dry battery factory workers, Toronto, Ont. | 1 | 125 | 2,500 | Commenced April 24; for increased wages and cost-of-living bonus; unternminated. |
| Foundry and machine shop workers, Toronto, Ont. | 1 | 50 | 1,000 | Commenced May 1; for a new agreement providing for increased wages; unternminated. |
| Radiator factory workers, Plessisville, P.Q. | 1 | 60 | 1,400 | Commenced May 11; for payment of time and one-half for hour between 6 and 7 a.m. following reference to arbitration; unternminated. |
| Refrigerator factory workers, London, Ont. | 1 | ⁽⁴⁾ 38 | 38 | Commenced May 30; dissatisfaction with piece-rate earnings; terminated June 1; negotiations; compromise. |
| Non-Metallic Minerals, Chemicals, etc.— Marble finishers, Peterborough, Ont. | 1 | 26 | 268 | Commenced May 22; protest because promotion of one worker removed him from bargaining unit; terminated by June 20; partial return of workers; in favour of employer. |
| SERVICE— <i>Business and Personal—</i> Garage mechanics and apprentices, London, Ont. | 1 | 7 | 30 | Commenced May 1; for union recognition and agreement providing for increased wages, overtime rates, pay for statutory holidays, etc., following reference to conciliation board; terminated by June 9; partial return of workers; in favour of employer. |

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 ⁽¹⁾

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man- Working Days | Particulars ⁽²⁾ |
|--|---------------------|-----------------------|---|---|
| | Establish- ments | Workers | | |
| Strikes and Lockouts Commencing During June, 1951 | | | | |
| MINING— Smelter and refinery workers, Deloro, Ont. | 1 | 200 | 100 | Commenced June 5; for a new agree- ment providing for increased wages shift differential, and extension of medical, hospitalization and vaca- tion plans; terminated June 5 return of workers pending further negotiations; compromise. |
| Coal miners, Sydney Mines, N.S. | 1 | 742 | 742 | Commenced June 27; dispute over dirt in coal; terminated June 27; return of workers; in favour of employer. |
| MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakery workers, Kelowna, B.C. | 1 | 27 | 27 | Commenced June 29; for a new agree- ment providing for increased wages, night shift differential and exten- sion of vacations with pay, follow- ing reference to conciliation board; terminated June 30; conciliation, provincial, and negotiations; com- promise. |
| <i>Rubber and Its Products—</i> Rubber factory workers, Bowmanville and New Toronto, Ont. | 2 | 2,875 | 35,000 | Commenced June 6; for increased wages; terminated June 22; return of workers pending further negotia- tions; indefinite. |
| Rubber and plastic factory workers, Oakville, Ont. | 1 | 106 | 375 | Commenced June 20 and 26; for increased wages; provisionally ter- minated June 29; settlement to be negotiated during shut-down of plant for vacation period; indefinite |
| <i>Animal Foods—</i> Packing plant workers, Brantford and Burford, Ont. | 2 | 290 | 870 | Commenced June 27; for a union agreement providing for increased wages and other changes; unter- minated. |
| <i>Textiles, Clothing, etc.—</i> Textile factory workers, St. Johns, P.Q. | 1 | 59 | 177 | Commenced June 4; protest against delay in payment of wages; ter- minated June 6; conciliation, pro- vincial, and return of workers pending further negotiations for a union agreement; indefinite. |
| Clothing factory workers, Toronto, Ont. | 1 | 40 | 160 | Commenced June 7; protest against clause <i>re</i> sub-letting contracts for certain work in new agreement under negotiations; terminated June 13; negotiations; in favour of workers. |
| Clothing factory workers, Vancouver, B.C. | 1 | 29 | 300 | Commenced June 14; for a new agreement providing for increased wages and reinstatement of a worker, following reference to conciliation board; unterminated. |
| Textile factory workers, Cornwall, Ont. | 1 | 342 | 1,600 | Commenced June 18; protest against reduced earnings because of quality of stock; terminated June 23; return of workers pending further negotiations; indefinite. |
| Textile factory workers, Cornwall, Ont. | 1 | ⁽⁵⁾ 306 | 1,000 | Commenced June 20; for reinstate- ment of a worker suspended for re- fusal to change jobs; terminated June 23; return of workers pending further negotiations; indefinite. |

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 ⁽¹⁾

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man- Working Days | Particulars ⁽²⁾ |
|---|---------------------|---------|---|---|
| | Establish- ments | Workers | | |
| Strikes and Lockouts Commencing During June, 1951—Continued | | | | |
| Textile factory workers, Cornwall, Ont. | 1 | 421 | 400 | Commenced June 22; to attend a union meeting; terminated June 23; return of workers; in favour of employer. |
| Textile factory workers, Milltown, N.B. | 1 | 200 | 400 | Commenced June 22; dispute over new piece work rates on plain and fancy warps; terminated June 25; return of workers pending further negotiations; indefinite. |
| <i>Pulp, Paper and Paper Products—</i> | | | | |
| Newsprint pulpwood un- loaders, Port Alfred, P.Q. | 1 | 60 | 120 | Commenced June 1; for increased piece rates; terminated June 2; partial return of workers; in favour of employer. |
| Paper bag factory workers, Morrisburg, Ont. | 1 | 35 | 35 | Commenced June 29; for a union agreement providing for increased wages and other changes following reference to conciliation board; unternminated. |
| <i>Miscellaneous Wood Products—</i> | | | | |
| Furniture factory workers, La Tuque, P.Q. | 1 | 90 | 500 | Commenced June 5; for increased wages; terminated by June 30; partial return of workers; in favour of employer. |
| Wood products factory workers, Hespeler, Ont. | 1 | 18 | 300 | Commenced June 7; alleged discrimination in dismissal of 9 workers; unternminated. |
| Plywood factory workers, Vancouver, B.C. | 1 | 25 | 210 | Commenced June 19; for a union agreement providing for increased wages following reference to conciliation board; unternminated. |
| <i>Metal Products—</i> | | | | |
| Metal products factory workers, Fergus, Ont. | 1 | 654 | 2,780 | Commenced June 4; for increased wages, following reference to conciliation board; terminated June 8; negotiations; compromise. |
| Truck and trailer body factory workers, Weston and Swansea, Ont. | 2 | 349 | 1,200 | Commenced June 4; protest against suspension of 9 workers for leaving jobs to buy soft drinks when privilege of vendor to enter plant cut off; terminated June 7; return of workers pending negotiations; indefinite. |
| Sewing machine factory workers, St. Johns, P.Q. | 1 | 2,400 | 43,000 | Commenced June 6; for a new agreement providing for increased wages, improved seniority and revision of job timing, following reference to conciliation and arbitration; unternminated. |
| Automotive parts factory workers, Oshawa, Ont. | 1 | 140 | 2,100 | Commenced June 7; alleged slow-down pending decision of arbitration board re maintenance of new production schedule; unternminated. |
| Screw and gear factory workers, Toronto, Ont. | 1 | 1,675 | 14,000 | Commenced June 12; for a new agreement providing for reduction in hours from 45 to 40 per week with the same takehome pay and increased wages, following reference to conciliation; terminated June 22; negotiations; in favour of workers, 40-hour week effective Oct. 29. |

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 ⁽¹⁾

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man- Working Days | Particulars ⁽²⁾ |
|---|---------------------|--------------------|---|--|
| | Establish- ments | Workers | | |
| Strikes and Lockouts Commencing During June, 1951—Continued | | | | |
| Structural iron and steel fabricators and erectors, London and Port Robinson, Ont. | 2 | 255 | 455 | Commenced June 28; for a new agreement covering both plants providing for increased wages, 40-hour week, union shop, exten- sion of vacation plan and pay for additional statutory holidays; un- terminated. |
| Shipbuilding— Shipyard workers, Saint John, N.B. | 1 | ⁽⁶⁾ 330 | 2,800 | Commenced June 20; for a new agreement providing for increased wages, cost-of-living escalator clause, payment for statutory holidays, union security and changes in working conditions, following reference to conciliation and a commissioner; un-terminated. |
| Non-Metallic Minerals, Chemicals, etc.— Brick and tile factory workers, Medicine Hat, Alta. | 3 | 80 | 175 | Commenced June 12; protest against voluntary separation of one worker; terminated June 18; return of workers; in favour of employer. |
| Brick yard workers, Boischatel, P.Q. | 1 | 9 | 40 | Commenced June 22; dispute over work on conveyor belt; terminated June 28; conciliation, provincial; compromise, men given other jobs. |
| Miscellaneous— Chrome furniture factory workers, Vancouver, B.C. | 2 | 3 | 27 | Commenced June 19; for a union agreement providing for increased wages and other changes following reference to conciliation board; unterminated. |
| Sporting goods factory workers, Brantford, Ont. | 1 | 28 | 135 | Commenced June 25; protest against new method and piece rates for covering base balls; terminated June 29; return of workers; in favour of employer. |
| CONSTRUCTION— Buildings and Structures— Carpenters, Sydney, Glace Bay, New Waterford and North Side, N.S. | | ⁽⁷⁾ 300 | 6,000 | Commenced June 1; for a new agree- ment providing for increased wages; un-terminated. |
| Labourers, Windsor, Ont. | ..... | 600 | 2,000 | Commenced June 2; for a new agree- ment providing for increased wages and reduction in hours from 48 to 45 per week with the same take- home pay; terminated June 6; return of workers pending concilia- tion; indefinite. |
| Carpenters, Corner Brook, Nfld. | 1 | ⁽⁸⁾ 36 | 70 | Commenced June 16; for increased wages and reduction in hours from 60 to 54 per week; terminated June 19; return of workers pending conciliation; indefinite. |
| Miscellaneous— Power project pipefitters, electricians, and helpers, Pine Falls, Man. | 1 | 29 | 150 | Commenced June 6; for increased wages; terminated June 12; nego- tiations; compromise. |
| Subway carpenters, Toronto, Ont. | 1 | 65 | 65 | Commenced June 12; for increased wages; terminated June 12; nego- tiations; in favour of workers. |

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 ⁽¹⁾

| Industry, Occupation and Locality | Number Involved | | Time Loss in Man- Working Days | Particulars ⁽²⁾ |
|--|---------------------|-------------------|---|--|
| | Establish- ments | Workers | | |
| Strikes and Lockouts Commencing During June, 1951—Concluded | | | | |
| Oil burner installers, etc. Hamilton, Ont. | 1 | 24 | 45 | Commenced June 15; alleged discrimination in dismissal of one worker; terminated June 18; partial return of workers; in favour of employer. |
| TRANSPORTATION— Other Local and Highway— Truck drivers, Watford, Ont. | 1 | ⁽⁹⁾ 25 | 75 | Commenced June 13; for a union agreement providing for payment on mileage basis instead of weekly salary; terminated June 15; negotiations; in favour of workers. |
| TRADE— Glass jobbers, Hamilton, Ont. | 2 | 44 | 590 | Commenced June 12; for a union agreement providing for increased wages, following reference to conciliation board; unternminated. |
| Dairy workers and route- men, Oshawa, Ont. | 1 | 40 | 320 | Commenced June 15; for a new agreement providing for reduction in hours from 48 to 40 per week with the same takehome pay, union shop and extension of vacation plan, following reference to conciliation board; terminated June 23; negotiations; compromise. |
| SERVICE— Public Administration— Labourers, Alexandria, Ont. | 1 | 9 | 18 | Commenced June 13; for increased wages; terminated June 14; negotiations; compromise. |
| Business and Personal— Garage mechanics, etc., Toronto, Ont. | 1 | 33 | 350 | Commenced June 9; for guaranteed weekly wage for mechanics; un-terminated. |

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 675 indirectly affected; (4) 42 indirectly affected; (5) 94 indirectly affected; (6) 280 indirectly affected; (7) 100 indirectly affected; (8) 45 indirectly affected; (9) 25 indirectly affected.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR

Obtainable from the Circulation Manager, Department of Labour, Ottawa

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An outline of the Activities of the Department during the fiscal year ended March 31, 1950.
PRICE, 25 cents.

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Reports published annually. 1949 report, 25 cents.

Organization in Industry, Commerce and the Professions in Canada—

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Labour Legislation in Canada as Existing on December 31, 1948—

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Report No. 32 on Wages and Hours of Labour in Canada, 1949.

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